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ELIMINATION OF RACISM AND RACIAL DISCRIMINATION

MODEL NATIONAL LEGISLATION FOR THE GUIDANCE OF GOVERNMENTS IN THE ENACTMENT OF FURTHER LEGISLATION AGAINST RACIAL DISCRIMINATION

Draft revised by the Secretariat in accordance with the comments made by the Committee on the Elimination of Racial Discrimination at its fortieth and forty-first sessions

INTRODUCTION

1. Within the framework of the Programme of Action to Combat Racial Discrimination, the Secretary-General submitted to the General Assembly, at its thirty-ninth session, a Plan of Activities for the Second Decade, in which it was suggested that the General Assembly could consider inviting the Secretary-General "to prepare a model legislation, which could be used by States as a basis or as guidelines for the enactment or further development of legislation against racial discrimination". It was also suggested that "this matter could possibly be referred to the Committee on the Elimination of Racial Discrimination, which could be invited to report thereon to the General Assembly".

2. In its resolution 39/16 of 23 November 1984, the General Assembly invited the Secretary-General to proceed immediately with the implementation of the activities contained in that Plan of Activities. The General Assembly, the following year, in its resolution 40/22 of 29 November 1985, requested the Secretary-General to prepare and issue as soon as possible a collection of model legislation for the guidance of Governments in the enactment of further legislation against racial discrimination (paragraph 10). (See also resolutions 41/94 of 4 December 1986 (paragraph 9), 42/47 of 30 November 1987 (paragraph 8), 43/91 of 9 December (paragraph 8), 44/52 of 8 December 1989 (paragraph 10), 45/105 (paragraph 9) and 46/85 (paragraph 8).)

3. In its resolution 47/77 of 16 December 1992 (paragraph 9), the General Assembly requested the Secretary-General to revise and finalize the draft model

legislation for the guidance of Governments in the enactment of further legislation against racial discrimination, in the light of comments made by members of the Committee on the Elimination of Racial Discrimination at its fortieth and forty-first sessions and to publish and distribute the text as soon as possible.

4. This document contains the final draft of the model legislation for the guidance of Governments in the enactment of further legislation against racial discrimination.

Methodology

5. In preparing the "model legislation", the Secretary-General, in the light of national and international instruments and documents, analysed the provisions against racial discrimination adopted in the following countries: Algeria, Australia, Austria, Brazil, Bulgaria, Canada, China, Colombia, Cuba, Cyprus, the former Czech and Slovak Federal Republic, Dominican Republic, Ecuador, El Salvador, Finland, France, Germany, Ghana, Guatemala, Hungary, India, Islamic Republic of Iran, Mexico, Morocco, Namibia, Netherlands, New Zealand, Nicaragua, Nigeria, Pakistan, Panama, Philippines, Portugal, Senegal, Spain, Sweden, Trinidad and Tobago, Turkey, the former Union of Soviet Socialist Republics, United Arab Emirates, United Kingdom of Great Britain and Northern Ireland, United States of America.

6. To analyse the provisions contained in the legislation of the above-mentioned countries, the thematic approach used by the Secretary-General in the "Overview of the texts submitted for the global compilation" (A/43/637, paragraphs 1-45) consisted first of identifying the following elements:

(a) Equality and non-discrimination in the enjoyment of human rights;

(b) Institutions with the specific aim of promoting racial tolerance and harmony;

(c) Recourse procedures;

(d) Remedies;

(e) Penalties.

At a second stage, those national provisions were synthesized to take into consideration the obligations of States under positive international law, together with the request contained in the Programme for States to enact provisions against racial discrimination, as follows:

(a) Provisions of principle;

(b) Preventive provisions;

(c) Repressive provisions.

7. In drafting the model legislation, the Secretariat, guided by positive international law, took account of both repressive and preventive action taken

by States in combating racial discrimination. The relativity of this terminology to particular States, however, made it problematic to present prevention and repression as separate chapters in the model legislation (for instance, defining an offence automatically has a preventive function; on the other hand, a national institution established for the promotion of racial tolerance and harmony may play a quasi-repressive role when dealing with individual communications).

8. The principal objective of the model legislation being to ensure adequate protection for victims, the Secretariat pursued its mandate to facilitate access to that protection, according to the following outline:

(a) Part I - Definitions;

(b) Part II - General principles and measures which a law may comprise;

(c) Part III - Offences and penalties.

9. The text of the draft model law, revised by the Secretariat, taking into account the comments made by the Committee on the Elimination of Racial Discrimination, is as follows:

"MODEL LAW AGAINST RACIAL DISCRIMINATION

1. The purpose of this Act is to prohibit and bring to an end racial discrimination by any person, group of persons, public authorities, public and private national and local institutions and organizations in the civil, political, economic, social and cultural spheres, inter alia in employment, education, housing and the provision of goods, facilities and services.

PART I

Definitions

2. In this Act, racial discrimination shall mean any distinction, exclusion, restriction, preference or omission based on race, colour, descent, nationality or ethnic origin which has the purpose or effect of nullifying or impairing, directly or indirectly, the recognition, equal enjoyment or exercise of human rights and fundamental freedoms recognized in international law.

3. Racial discrimination shall not include special measures which have the purpose of ensuring adequate advancement of an individual or group of individuals of any particular race, colour, descent, nationality or ethnic origin, for the enjoyment or exercise of human rights and fundamental freedoms recognized in international law, provided that such measures do not result in the maintenance of separate rights for different racial groups and that they do not remain in force after the objectives for which they were taken have been achieved.

PART II

General principles and measures which a law may comprise

A. General principles

4. Racial discrimination as defined above is an offence under this Act.

5. All human beings are entitled to equal protection of the law against racial discrimination; this includes the right to an effective remedy against racial discrimination, as well as the right to seek just and adequate reparation or other satisfaction for any damage suffered as a result of such discrimination.

6. The State shall take measures to promote governmental, national and local policies and programmes against racial discrimination, including special measures as described in paragraph 2 of the section on definitions.

7. The State shall adopt measures to combat racial discrimination in the civil, political, economic, social and cultural spheres, particularly in employment, education, housing, the provision of goods, facilities and services, health and nutrition, and with regard to any administrative action by public officials and other servants of the State as defined in part III, section D.

B. Penalties and compensation

8. The offences described in part III, sections A, B, C, D, E, F and G, shall be subject to prosecution.

9. Victims of racial discrimination shall be entitled to just and adequate reparation or other satisfaction with regard to any harm suffered.

10. Offences shall be punished by:

(a) Imprisonment;

(b) Fines;

(c) Suspension of the right to be elected to a public office;

(d) Community service with a view to promoting good relations between different racial groups.

11. Reparation shall be made to victims of racial discrimination by means of restitution and/or compensation which may take the form of a payment for the harm or loss suffered, reimbursement of expenses incurred, provision of services or restoration of rights, as well as other measures taken within a specified period for the purpose of correcting or mitigating the adverse effects on the victims of any of the offences referred to in part III, sections A, B, C, D, E, F and G. Victims shall also be entitled to recourse to all other means of satisfaction, such as publication of the

judicial decision in an organ having wide circulation at the offender's expense or guarantee of the victim's right of reply by a similar means.

12. Victims shall be duly informed of their rights with regard to seeking reparation.

C. Recourse procedures

13. Individuals or groups of individuals shall be entitled to enter complaints alleging racial discrimination under this Act. Legal persons which came into existence prior to the commission of the offence and whose purpose is to combat racial discrimination shall also be entitled to enter complaints alleging racial discrimination under this Act, including complaints on behalf (or with the consent) of the victim or alleged victim.

14. Complaints regarding alleged acts of racial discrimination as defined in part III may be submitted to the appropriate judicial bodies or be entered in accordance with other domestic recourse procedures. The judicial bodies shall have automatic jurisdiction with respect to acts of racial discrimination which threaten the public order.

15. This Act shall not prejudice the right of an alleged victim of racial discrimination to apply to appropriate regional and international bodies, where necessary, subject to the conditions of admissibility under international law.

16. Offences under this Act shall be subject to the same statute of limitation provisions as are applicable to (other offences of the same nature).

D. Independent national authority against racial discrimination

17. An independent national commission against racial discrimination (hereinafter referred to as "the Commission") consisting of experts of high moral standing and acknowledged impartiality shall be established.

18. The members of the Commission shall be appointed in such a way as to ensure its independence and equitable racial and geographic representation in its composition.

19. The Commission shall have jurisdiction to consider any matter relating to racial discrimination and to take decisions thereon.

20. The Commission shall have the following functions:

(a) To study and review the implementation of this Act;

(b) To give advisory opinions to private and public bodies or assist them in any other way in the implementation of this Act or in connection with any other measure for the elimination of racial discrimination;

(c) To prepare (or assist in the preparation of) codes of conduct concerning the implementation of this Act in certain areas of activity

(such codes of conduct may become binding once they have been adopted by the competent legislative body);

(d) To propose to the competent legislative body any amendments to this Act or any other measures which would be necessary to combat racial discrimination;

(e) To provide information and education to promote and encourage good relations between different racial groups;

(f) To report annually on its activities (to the competent legislative authority);

(g) To receive complaints from alleged victims;

(h) To conduct inquiries either on behalf of a complainant or on its own behalf;

(i) To act as a mediator either on behalf of a complainant or on its own behalf;

(j) To bring legal actions either on behalf of a complainant or on its own behalf;

(k) To provide legal aid and assistance to alleged victims who have instituted court proceedings under this Act.

21. The Commission shall have jurisdiction over the entire country. It shall be represented at the local, intermediate and national levels in accordance with the domestic administrative organization of the enacting State (federal, confederate, centralized, decentralized ...) and have as much specialized knowledge and experience as possible in the various areas of activity.

PART III

Offences and penalties

A. Offence of racial discrimination committed in exercise of the freedom of opinion and expression

22. Under this Act and in accordance with international law, the freedom of opinion and expression and the freedom of peaceful assembly and association shall be subject to the following restrictions:

23. It shall be an offence to threaten, insult, ridicule or otherwise abuse a person or group of persons by words or behaviour which cause or may reasonably be interpreted as an attempt to cause racial discrimination or racial hatred, or to incite a person or group of persons to do so.

24. If an act described in this paragraph results in racial discrimination, any person who has instigated such an act or has threatened, insulted, ridiculed or otherwise abused a person or group of

persons by words or behaviour which may reasonably be interpreted as an attempt to cause racial discrimination or racial hatred shall be considered an accomplice of the person who has committed the resulting act of racial discrimination.

25. It is an offence to defame an individual or group of individuals on one of the racial grounds referred to in part I.

26. It is an offence to disseminate or cause to be disseminated, in a publication, broadcast, exhibition or by any other means of social communication, any material that expresses or implies ideas or theories with the objective of incitement to racial discrimination.

27. The actions referred to in paragraphs 23 to 25 of this Section are deemed to constitute an offence irrespective of whether they were committed in public or in private.

28. An action which occurs inside a private dwelling and is witnessed only by one or more persons present in that dwelling shall not constitute an offence.

B. Acts of violence and incitement to racial violence

29. It is an offence under this Act to commit any act of violence or to incite another person to commit any act of violence against an individual or group of individuals on racial grounds.

C. Racist organizations and activities

30. Any organization which undertakes to promote, incite, propagate or organize racial discrimination against an individual or group of individuals shall be declared illegal and prohibited.

31. It is an offence to organize any activity with the purpose or effect of promoting racial discrimination against an individual or group of individuals.

32. With regard to paragraph 30 of this section, any person who at the time of commission of the offence of racial discrimination held the position of director or executive officer or an equivalent position in the organization, or who was acting or purporting to act in any such capacity, is deemed guilty of an offence under this Act, irrespective of whether or not the organization is a body corporate.

33. Persons who have committed offences under paragraph 32 of this section shall be deemed guilty unless they can prove that the act of racial discrimination was committed without their knowledge or consent and that they acted with due diligence to take the steps available to them which might have prevented the act of racial discrimination.

34. It is an offence knowingly to participate in the activities of prohibited organizations referred to in paragraph 30 of this section.

35. It is an offence knowingly to assist or support, whether financially or by any other means, any person, group of persons or organization in the commission of an act of racial discrimination.

D. Offences committed by public officials or other servants of the State

36. It is an offence for any official or other servant of the State, or of a public establishment, national enterprise or a legal entity receiving financial assistance from the public authorities, to deny an individual or group of individuals access to a right, privilege or benefit on racial grounds.

E. Offences according to the field of activity

1. Racial discrimination in employment

37. It is an offence, on racial grounds:

(a) To refuse to employ or refrain from employing an individual or group of individuals for a vacant post for which the persons concerned are qualified;

(b) To refuse to offer or provide or refrain from offering or providing an individual or group of individuals the same terms of employment, conditions of work and opportunities for training and promotion as are made available to other individuals or groups of individuals in the same circumstances and with the same qualifications;

(c) To dismiss an individual in circumstances in which other individuals employed by that employer for identical work are not or would not be dismissed.

38. The provisions of this section apply also to individuals or groups of individuals whose employer supplies their labour under contract to another person or business.

2. Racial discrimination in education

39. It is an offence, on racial grounds:

(a) To deny or limit the access of an individual or group of individuals to education of any type and at any level;

(b) To permit an individual or group of individuals to receive education of an inferior quality;

(c) To provide separate education to an individual or group of persons;

(d) To establish or maintain separate educational systems or institutions for an individual or group of individuals.

3. Racial discrimination in housing

40. It is an offence, on racial grounds:

(a) To deny, or restrict, the opportunity for an individual or group of individuals to rent, lease, purchase, sell or otherwise acquire or dispose of ownership of, or access to property whether in the terms on which the property is offered; or in the treatment of individuals or groups of individuals who are seeking such property;

(b) To distinguish between occupants in respect of the management of property, whether in the manner in which occupants are afforded access to any benefits or facilities, or in the denial of access to such benefits or facilities or any deliberate omission in relation to them, or in the eviction or any other measures taken against the occupants in respect of conditions of access to such property.

4. Racial discrimination in the provision of goods, facilities and services

41. It is an offence to refuse to provide or deliberately refrain from providing goods, facilities or services to individuals or groups of individuals on racial grounds, or, for the same reasons, to fail to provide goods, facilities or services of the same quality or under the same terms to all individuals or groups of individuals.

42. The provisions of this section shall apply to facilities and services such as:

(a) Access to and use of any place which is open to members of the public or a section thereof;

(b) Accommodation in hotels, boarding houses or other similar establishments;

(c) Facilities such as banks and insurance companies and services such as loans, grants, credit or financing;

(d) Facilities and places for entertainment, recreation or refreshment;

(e) Medical care, legal services and all other professional services.

F. Other offences

43. Any act of racial discrimination defined in part I for which no specific penalty has been established in part III shall nevertheless be considered an offence under this Act.

G. Protection of victims and obstruction of justice

44. It is an offence to threaten a victim or alleged victim of racial discrimination or in any way to obstruct his or her efforts to obtain redress through proceedings brought under this Act in accordance with recourse procedures in force."

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A

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Agenda item 128

UNITED NATIONS COMMON SYSTEM

Composition of the Secretariat

Report of the Secretary-General

CONTENTS

		Paragraphs	Page
I.	INTRODUCTION	1 - 4	2
II.	COMPOSITION OF THE SECRETARIAT	5 - 37	2
	A. Staff of the United Nations	5 - 9	2
	B. Staff in posts subject to geographical distribution	10 - 13	8
	C. Representation of Member States	14 - 18	9
	D. Desirable ranges	19 - 21	11
	E. Groupings of Member States	22 - 25	11
	F. Staff at the senior levels	26 - 29	15
	G. Representation of women	30 - 37	16

Annexes

I.	Statistical tables 1 to 9	24
II.	Groupings of Member States	51

I. INTRODUCTION

1. The annual report of the Secretary-General on the composition of the Secretariat is submitted in accordance with a number of resolutions of the General Assembly, the most recent of which are resolutions 44/185 A of 19 December 1989, 45/239 A of 21 December 1990 and 47/226 of 30 April 1993. The purpose of the report is to facilitate an assessment of the distribution of the staff of the United Nations Secretariat by nationality, sex, grade and type of appointment, in the light of the principles contained in the Charter of the United Nations and the guidelines set forth by the General Assembly.

2. In resolution 46/220, of 20 December 1991, the General Assembly decided to consider personnel questions on a biennial basis in even years. The List of Staff of the United Nations Secretariat and the report on the composition of the Secretariat are issued also in odd years for information only.

3. The information provided in the report can be found mainly in the statistical tables inserted throughout its text as well as in those contained in annex I. In addition, detailed information on staff members can be found in the List of Staff of the United Nations Secretariat (A/C.5/48/L.2).

4. Information concerning women at the United Nations can also be found in the current report of the Secretary-General on the improvement of the status of women at the United Nations Secretariat (A/48/513). A number of statistical tables contained in the present report are also reproduced in that report to facilitate the consideration of the question of women on the basis of a single comprehensive report in accordance with the views of Member States as expressed during the deliberations on the subject in the Third and Fifth Committees during recent sessions of the General Assembly.

II. COMPOSITION OF THE SECRETARIAT

A. Staff of the United Nations

5. The power of the Secretary-General to appoint staff derives from Article 101, paragraph 1, of the Charter of the United Nations, which states:

> "The staff shall be appointed by the Secretary-General under regulations established by the General Assembly".

6. There are a number of United Nations subsidiary organs that enjoy a special status granted by the General Assembly concerning the appointment of their staff. These subsidiary organs are the United Nations Development Programme (UNDP); the United Nations High Commissioner for Refugees (UNHCR); the United Nations Children's Fund (UNICEF); the United Nations Institute for Training and Research (UNITAR); the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); the International Trade Centre (ITC); the Secretariat of the International Civil Service Commission (ICSC); the United Nations University (UNU); and the Registry of the International Court of Justice (ICJ).

Total staff of the United Nations

7. The total number of staff of the United Nations is 31,904, of whom 14,588 are assigned to the Secretariat of the United Nations and 17,316 to the secretariats of United Nations subsidiary organs (see para. 6 above). As regards funding, 10,226 staff occupy posts financed from the regular budget and 21,678 staff occupy posts financed from extra-budgetary sources. Further details about the composition of the staff, source of funds, category and related information, can be found in table A below. These data are also illustrated in Figures 1 to 3.

TABLE A

Staff of the United Nations Secretariat and of the secretariats of other United Nations organs

by category and source of funds as at 30 June 1993

	Regular Budget				Extrabudgetary Sources				
Organization	Professional and Above	Project Personnel	General Service & Others	Total	Professional and Above	Project Personnel	General Service & Others	Total	Grand Total
UN Secretariat	3,403	222	6,567	10,192	607	674	3,115	4,396	14,588
UNDP	-	-	-	-	837 a/	995 b/	6,876 c/	8,708	8,708
UNHCR	57	30	169	256	441	423	1,486	2,350	2,606
UNICEF	-	-	-	-	1,295 d/	671	3,372	5,338	5,338
UNITAR	-	-	-	-	15	-	7	22	22
UNRWA e/	83	-	10	93	65	-	-	65	158
ITC f/	-	-	-	-	70	53	163	286	286
ICSC	19	-	22	41	-	-	-	-	41
ICJ	17	-	27	44	-	-	-	-	44
UNU	-	-	-	-	26	19	68	113	113
TOTAL	3,579	252	6,795	10,226	3,356	2,835	15,097	21,278	31,904

a/ Includes only UNDP Core Budget.

b/ Includes all UNDP other Funds (UNFPA, OPE, JPO's, UNV, UNSO, UNRFNRE, UNCDF, FSSTD, IAPSU, Project Personnel).

c/ Includes National Officers, FSL.

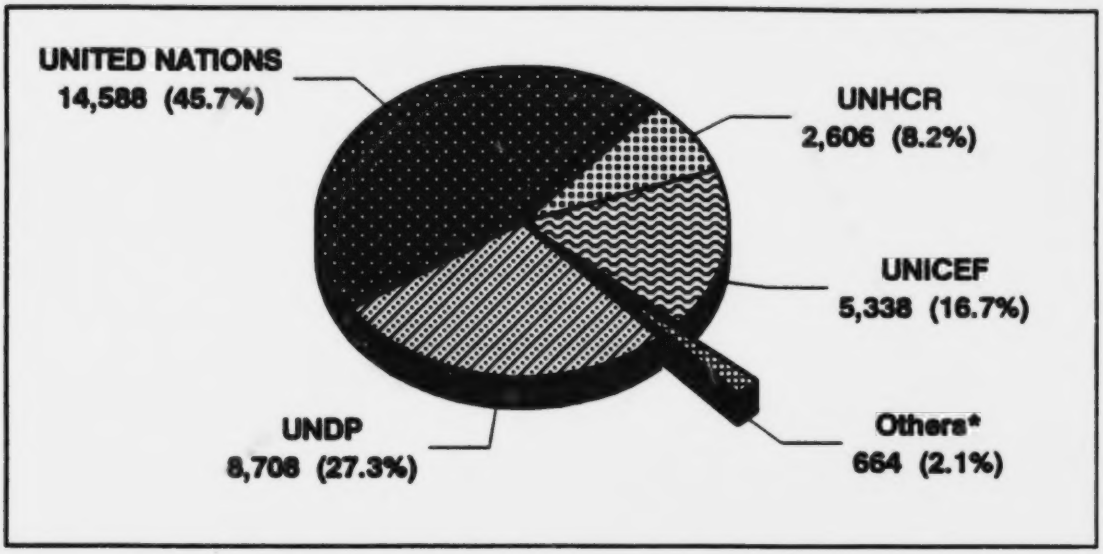
d/ Includes National Officers.

e/ UNRWA has also 19,081 (38.01 per cent women) area personnel.

f/ A number of posts in the International Trade Centre (ITC) are financed jointly by the United Nations from the regular budget and by the General Agreement on Tariffs and Trade (GATT).

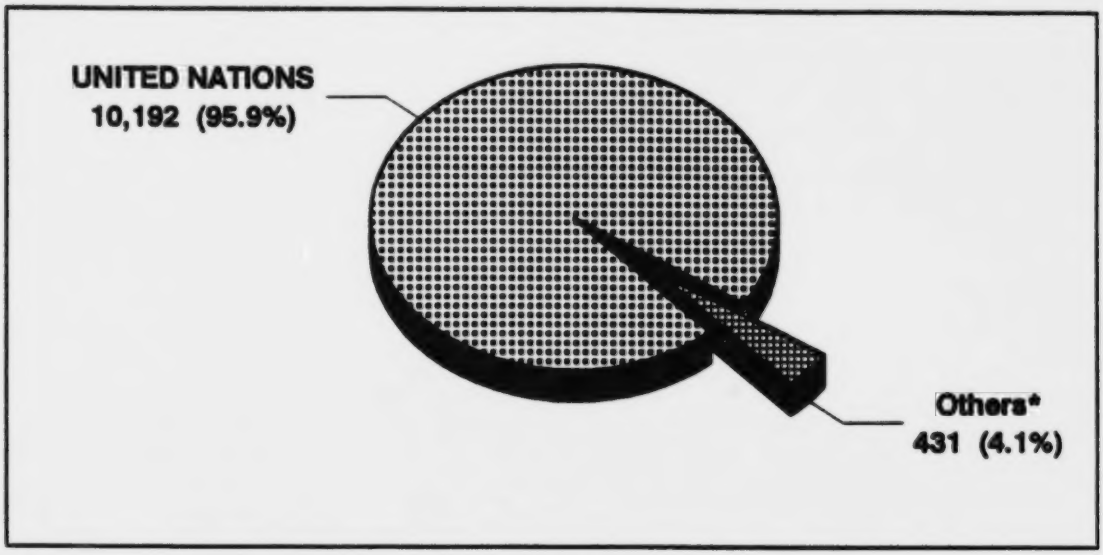
Figure 1

Staff of the United Nations Secretariat
and subsidiary Organs
(31,904 staff)



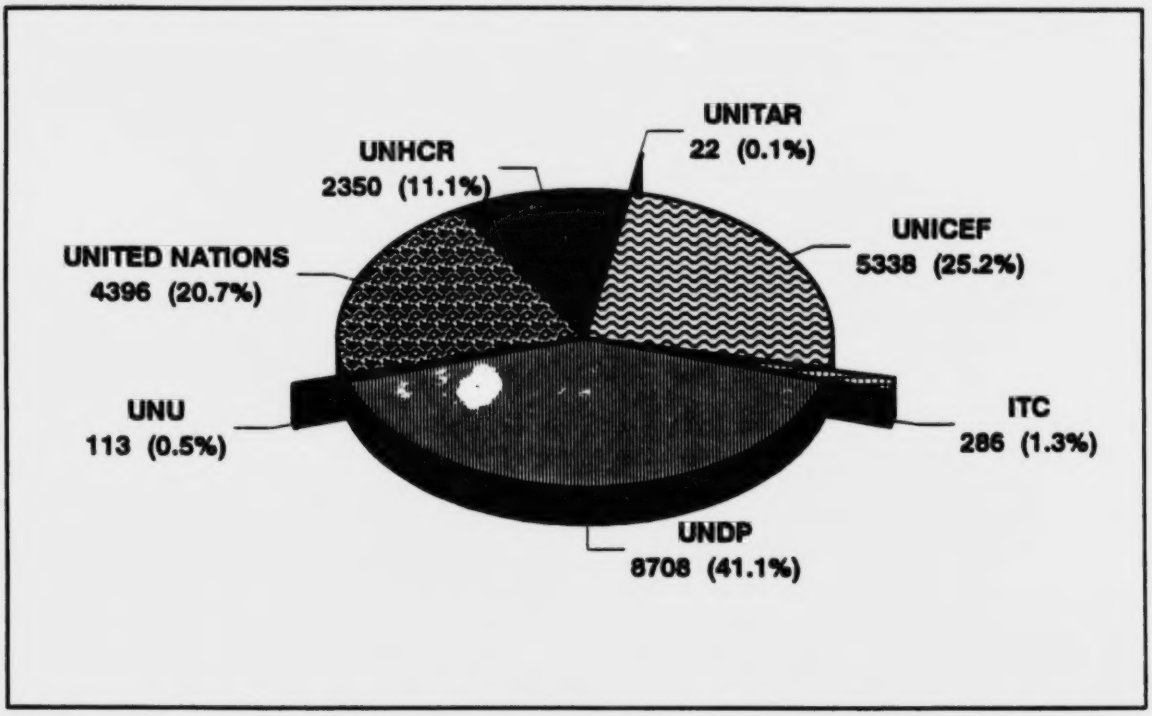
* The others include: ICJ - 44; ICSC - 41; ITC - 286; UNITAR - 22; UNRWA - 158 and UNU - 113.

Figure 2
Distribution of staff in posts financed from the regular budget
(10,226 Staff)



* The others include: ICJ - 44; ICSC - 41; UNHCR - 256 and UNRWA - 93.

Figure 3
Distribution of staff in posts financed from extrabudgetary sources
(21,278 staff)



Principles governing the recruitment and employment of staff

8. The principles governing the recruitment and employment of staff are derived from Article 101, paragraph 3, of the Charter. This Article states:

> "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible."

9. These principles apply to all the staff of the United Nations, including the staff of the secretariats of United Nations subsidiary organs with a special status in matters of appointment (see para. 6 above).

B. Staff in posts subject to geographical distribution

10. A particular group of staff of the United Nations Secretariat are covered by a system of desirable ranges used as a guideline for estimating the comparative representation of the nationals of each Member State. 1/ This system has been established by the General Assembly on the basis of three factors: membership, contribution and population (see paras. 19 to 21 below). The staff concerned are referred to as "staff in posts subject to geographical distribution". The special characteristic of this group of staff, who currently number 2,573, is that they are directly appointed by the Secretary-General for at least one year to posts in the Professional category and above.

Staff excluded from geographical distribution

11. There are a number of staff members who are excluded from geographical distribution. As indicated above, the largest group is composed of staff who do not serve in the United Nations Secretariat, but in the secretariats of United Nations subsidiary organs with special status in matters of appointment (see para. 6 above).

12. Within the Secretariat, the largest groups excluded are staff in posts with special language requirements, staff in the Field Service and the General Service and related categories such as Trades and Crafts, Security and Safety and Public Information Assistants. Other groups consist of staff specifically appointed for mission service; staff appointed for service limited to the United Nations Environment Programme (UNEP) or to the United Nations Centre on Human Settlements (UNCHS); staff appointed after inter-agency consultation to posts financed on an inter-agency basis; technical cooperation project personnel; and National Officers serving at United Nations Information Centres.

13. Also excluded are staff with appointments for less than one year; staff on special leave without pay; staff on secondment to other agencies; and staff members who are permanent residents in the country of their duty station. Information on the numbers of these groups of staff can be found in table 1 in annex I. 2/

C. Representation of Member States

14. The representation of Member States is assessed in conformity with the system of desirable ranges (see paras. 19 to 21 below). Member States fall into four categories resulting from the comparison of their ranges with the number of their nationals in posts subject to geographic distribution. These categories are: unrepresented; underrepresented; within-range; and overrepresented. 3/

15. As of 30 June 1993, there were 29 unrepresented Member States, as compared with 29 on 30 June 1992. They were: Armenia, Azerbaijan, Bahrain, Bosnia and Herzegovina, Brunei Darussalam, Eritrea, Estonia, Georgia, Kazakhstan, Democratic People's Republic of Korea, Kuwait, Kyrgyzstan, Latvia, Liechtenstein, Lithuania, Maldives, the Marshall Islands, Micronesia (Federated States of), the Republic of Moldova, Monaco, Namibia, San Marino, Sao Tome and Principe, Solomon Islands, Tajikistan, the former Yugoslav Republic of Macedonia, Turkmenistan, Uzbekistan and Vanuatu.

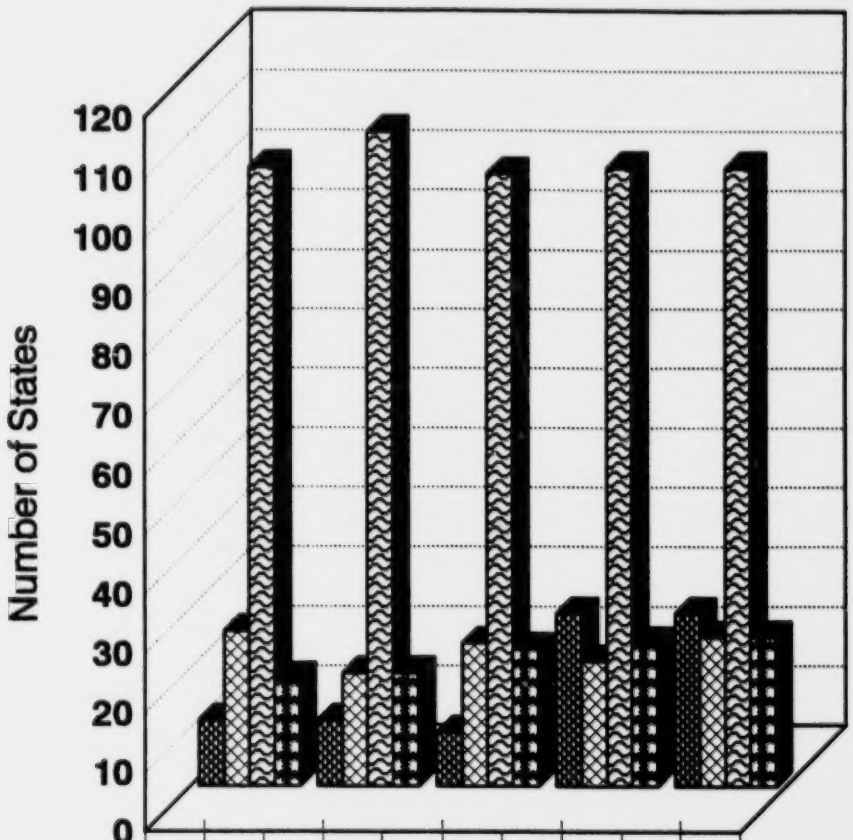
16. On 30 June 1993, there were 25 underrepresented Member States, as compared with 21 on 30 June 1992. They were: Albania, Angola, the Bahamas, Botswana, Cape Verde, Croatia, the Czech Republic, Djibouti, Dominica, Guinea-Bissau, Indonesia, Japan, the Lao People's Democratic Republic, Mongolia, Mozambique, Paraguay, Qatar, Republic of Korea, Slovakia, Saudi Arabia, Slovenia, Spain, Ukraine, the United Arab Emirates and Venezuela.

17. The changes in the representation of Member States may result not only from the appointments and separations from service of staff, but also from such other factors as the adjustments of the desirable ranges resulting from an increase or decrease in the number of posts subject to geographical distribution, changes in the number of Member States and variations in the assessed contribution of individual Member States or in their population. Such changes also stem from changes in the status of some staff members (resulting from such actions as movements between geographic and non-geographic posts, departures on secondment or special leave without pay, returns from secondment or special leave, and changes of nationality).

18. The evolution in the comparative representation of Member States in geographic posts over the period 30 June 1989-30 June 1993 is illustrated in figure 4 below.

Figure 4

Representation of Member States



	6/89	6/90	6/91	6/92	6/93
Unrepresented	11	11	9	29	29
Underepresented	26	19	24	21	25
Within Range	104	110	103	104	104
Overrepresented	18	19	23	24	25

D. Desirable ranges

19. In resolution 47/226, the General Assembly recognized that the system of desirable ranges had been established as one of the guiding principles of the recruitment of staff for the geographical representation of Member States in posts subject to geographical distribution in accordance with Article 101, paragraph 3, of the Charter of the United Nations.

20. In the same resolution, the Assembly decided to establish an open-ended Working Group of the Fifth Committee of the General Assembly and requested its Chairman to convene a meeting of the Working Group for one week in 1993 at Headquarters to consider the formula for the determination of equitable geographical representation of Member States in the Secretariat, on the basis of Article 101, paragraph 3, of the Charter; as set out in Assembly resolution 41/206 C of 11 December 1986; and further outlined in Assembly resolutions 42/220 A of 21 December 1987, 45/239 A, 46/232 and other relevant resolutions. The Assembly also requested the Chairman of the Fifth Committee to report thereon to the Assembly at its forty-eighth session, as an exceptional measure and without prejudice to the full implementation of resolution 46/220 of 20 December 1991.

21. The Working Group held five meetings between 19 and 23 July. The report of the Chairperson of the Group is expected to be before the Fifth Committee during the forty-eighth session of the General Assembly.

E. Groupings of Member States

22. In conformity with the Assembly's request in resolution 45/239 A, the tables contained in annex I to this report are arranged first by country, in alphabetical order, and then by major geographical region. The composition of each region is shown in annex II. Table B below shows the number of Member States in each geographical region according to degree of representation during the period 1989-1993.

23. Information concerning the representation of developing and other countries is shown in table C below, which shows the situation of each year for the five-year period 1989-1993. In accordance with past practice, ad hoc desirable ranges for developing countries and other countries, respectively, have been established by totalling the desirable ranges of all countries in each group (see annex II for the composition of the groups).

24. The first column of table C indicates the group and the second the year. The third and fourth columns show the combined desirable ranges and the midpoint for each group. The fifth column shows the percentage of posts corresponding to the midpoint of each group. The remaining columns show the actual numbers and the percentages of posts at various levels occupied by nationals of countries that are members of the group: all staff in the Professional category and above, staff at the D-1 level and above, staff at the D-2 level and above, and staff at the level of Assistant Secretary-General and above. In estimating the representation of each group, due account is taken of the actual percentage of posts occupied by nationals of countries in the group as compared with the

TABLE 8

Number of Member States by region and degree of representation in the Secretariat as at 30 June 1989, 1990, 1991 and 1993

Region	Year	Member States	Unrepresented	Underrepresented	Within Range	Overrepresented
AFRICA	1989	51	3	5	37	6
	1990	52	3	3	39	7
	1991	52	1	6	36	9
	1992	52	2	6	35	9
	1993	53	3	6	36	8
ASIA AND THE PACIFIC	1989	27	4	7	12	4
	1990	27	4	6	13	4
	1991	27	4	5	12	6
	1992	31	8	5	12	6
	1993	31	7	5	15	4
EUROPE (EASTERN)	1989	11	1	2	8	0
	1990	11	1	2	8	0
	1991	10	1	1	8	0
	1992	24	15	0	9	0
	1993	27	14	6	6	1
EUROPE (WESTERN)	1989	18	0	4	13	1
	1990	18	0	2	16	0
	1991	19	1	4	14	0
	1992	20	2	3	15	0
	1993	21	3	1	14	3
LATIN AMERICA	1989	21	0	3	15	3
	1990	21	0	1	17	3
	1991	21	0	1	17	3
	1992	21	0	1	17	3

Region	Year	Member States	Unrepresented	Underrepresented	Within Range	Overrepresented
MIDDLE EAST						
	1989	17	2	3	10	2
	1990	16	2	3	9	2
	1991	16	2	3	9	2
	1992	16	2	3	9	2
	1993	16	2	3	8	3
NORTH AMERICA						
AND THE	1989	14	1	2	9	2
CARIBBEAN	1990	14	1	2	8	3
	1991	14	0	4	7	3
	1992	14	0	3	8	3
	1993	14	0	2	9	3
OTHERS						
	1989	2*				
	1990	2*				
	1991	2*				
	1992	2*				
	1993	2*				
TOTAL						
	1989	159 (100%)	11 (6.9%)	26 (16.4%)	104 (65.4%)	18 (11.3%)
	1990	159 (100%)	11 (6.9%)	19 (11.9%)	110 (69.2%)	19 (11.9%)
	1991	159 (100%)	9 (5.6%)	24 (15.1%)	103 (64.8%)	23 (14.5%)
	1992	178 (100%)	29 (16.3%)	21 (11.8%)	104 (58.4%)	24 (13.5%)
	1993	183 (100%)	29 (15.8%)	25 (13.7%)	104 (56.8%)	25 (13.7%)

* Non-Member States

TABLE C

Distribution of staff in posts subject to geographical distribution among developing and other countries from 1989-1993 (showing number of women)

Group	Year	Combined Desirable Ranges	Group midpoint	Per-cent-age	Number of staff	Percentage	Number at D-1 and above	Per-cent-age	Number at D-2 and above	Per-cent-age	Number at ASG and above	Per-cent-age
Developing	1989	945-1,279	1111.9	41.2	1,096 (255)	43.8 (37.9)	172 (4)	48.0	58 (2)	46.0	20 (0)	48.8
Countries	1990	945-1,279	1112.0	41.2	1,128 (277)	44.4 (38.5)	174 (4)	48.6	53 (2)	43.1	21 (0)	47.7
	1991	945-1,278	1111.4	41.2	1,160 (298)	45.0 (39.5)	181 (8)	48.8	57 (3)	44.2	21 (0)	47.7
	1992	907-1,227	1067.0	39.5	1,155 (310)	44.6 (39.1)	172 (11)	48.5	51 (3)	44.7	16 (0)	47.1
	1993	904-1,223	1063.7	39.4	1,141 (322)	44.8 (40.4)	165 (14)	48.2	49 (4)	48.0	19 (1)	52.8
Other	1989	1,350-1,826	1588.0	58.8	1,405 (417)	56.2 (62.1)	186 (20)	52.0	68 (7)	54.0	21 (2)	51.2
Countries	1990	1,350-1,826	1588.0	58.8	1,414 (443)	55.6 (61.5)	184 (22)	51.4	70 (8)	56.9	23 (2)	52.3
	1991	1,350-1,827	1588.6	58.8	1,420 (456)	55.0 (60.5)	190 (24)	51.2	72 (9)	55.8	23 (2)	52.3
	1992	1,388-1,878	1633.3	60.5	1,435 (482)	55.4 (60.9)	183 (26)	51.5	63 (8)	55.3	18 (1)	52.9
	1993	1,391-1,882	1636.9	60.6	1,405 (475)	55.2 (59.6)	177 (29)	51.8	53 (9)	52.0	17 (3)	47.2
TOTAL	1989	2,295-3,105	2699.9	100.0	2,501 (672)	100.0 (100.0)	358 (24)	100.0	126 (9)	100.0	41 (2)	100.0
	1990	2,295-3,105	2700.0	100.0	2,542 (720)	100.0 (100.0)	358 (26)	100.0	123 (10)	100.0	44 (2)	100.0
	1991	2,295-3,105	2700.0	100.0	2,580 (754)	100.0 (100.0)	371 (32)	100.0	129 (12)	100.0	44 (2)	100.0
	1992	2,295-3,105	2700.0	100.0	2,590 (792)	100.0 (100.0)	355 (37)	100.0	114 (11)	100.0	34 (1)	100.0
	1993	2,295-3,105	2700.0	100.0	2,546 (797)	100.0 (100.0)	342 (43)	100.0	102 (13)	100.0	36 (4)	100.0

percentage established by reference to the midpoint of the group's ad hoc desirable range.

25. In view of the concerns of the General Assembly relating to the representation of women in senior posts, attention is also drawn to the figures in parentheses, which show the situation of women.

F. Staff at the senior levels - Principal Officer (D-1) and above

Representation of developing and other countries

26. In resolution 45/239 A, the General Assembly requested the Secretary-General to take every possible measure to ensure, at the senior and policy-formulating levels of the Secretariat, the equitable representation of Member States, in particular of developing countries and Member States with inadequate representation at those levels, in accordance with the relevant resolutions of the General Assembly. He was also asked to include relevant information in future reports on the composition of the Secretariat.

27. The action taken by the Secretary-General in this regard during the period 1989-1993 is reflected in table C above. The representation of developing countries and other countries at the senior and policy-formulating levels is shown in several columns to the right of this table. More detailed information on the representation of Member States at these and other levels can be found in table 4 in annex I of this report.

Representation in the upper echelons - (Assistant Secretary-General and Under-Secretary-General)

28. In resolution 45/239 A, the General Assembly requested the Secretary-General, in order to preserve the principles of equitable geographical distribution and rotation in the highest echelons of the Secretariat - Assistant Secretary-General and Under-Secretary-General - to ensure that equal opportunity be given to candidates of all Member States when making appointments to all posts at these levels.

29. During the period under review, further changes have taken place in these upper echelons. Nationals of Algeria, Canada, Ghana, Italy, Pakistan, the Syrian Arab Republic, the Russian Federation, the United Kingdom and the United States have been appointed to positions previously occupied by nationals of, respectively, Egypt, France, Ghana, India, Jordan, Nigeria, Poland, the Russian Federation and the United Kingdom. A number of posts were eliminated or downgraded. Nationals of China, France, Greece, India, Jamaica, Senegal, the United Republic of Tanzania and the United States occupy newly created positions. In addition, one national of Ireland occupies a newly created temporary position.

G. Representation of women

30. At its forty-seventh session, the General Assembly adopted resolution 47/226 C of 8 April 1993, on the improvement of the status of women in the Secretariat. In this resolution, the Assembly requested the Secretary-General to accord high priority to the recruitment and promotion of women to posts subject to geographical distribution, particularly at the senior policy and decision-making levels, in order to achieve the goals set in its resolution 45/239 C of 21 December 1990.

31. In that resolution, the Assembly had urged the Secretary-General to continue his efforts to increase the number of women in posts subject to geographical distribution, particularly in senior policy levels and decision-making posts, in order to achieve an overall participation rate of 30 per cent by the end of 1990 and, to the extent possible, to 35 per cent by 1995, taking into account the principle that the paramount consideration would be the necessity of securing the highest standards of efficiency, competence and integrity with full respect for the principle of equitable geographical distribution.

32. In the same resolution, the Assembly had also urged the Secretary-General, all things being equal and to the extent possible, to accord priority to the participation of women at the D-1 level and above with a view to increasing the participation rate of women in posts at the D-1 level and above to 25 per cent of the total within the overall participation rate of women in 35 per cent of the posts subject to geographical distribution by 1995.

33. In the same resolution, the Assembly had reiterated its request that the Secretary-General make every effort to increase the representation of women from developing countries, in particular at the D-1 level and above.

34. The efforts to meet the requests of the Assembly concerning women continue. As of 30 June 1993, the number of women in geographic posts was 804 or 31.2 per cent of the total. Table 3A in annex II shows the distribution of men and women by region and level.

35. The evolution of the proportion of women in geographic posts between 30 June 1989, when it was 26.9 per cent, and 30 June 1993 is shown in tables D1 and D2 below. These tables, respectively show women staff for each region as percentages of all staff (table D1) and as percentages of women staff only (table D2). These data are also illustrated in figures 5 and 6 below.

36. The number and percentage of women in geographic posts and in posts with special language requirements on 30 June 1983 and on 30 June 1993 is shown in table E below. The percentage of women in geographic posts has risen from 22.3 per cent to 31.2 per cent over this period. The percentage of women in language posts has moved from 33 per cent to 35 per cent over the same period. Figure 7 below shows how the percentage of women in geographic posts has increased between 1983 and 1993.

37. Additional information on the representation of women can be found in the latest report of the Secretary-General on the Improvement of the Status of Women in the United Nations Secretariat (A/48/513).

TABLE D1

Women in posts subject to geographical distribution
as a percentage of all staff
as of 30 June 1989 through 30 June 1993
(by region of origin)

YEAR	1989	1990	1991	1992	1993
REGION					
Africa	2.06	2.50	2.78	2.80	2.88
Asia and the Pacific	5.27	5.46	5.65	6.17	6.33
Europe (Eastern)	0.79	0.94	1.00	1.00	0.82
Europe (Western)	7.06	7.65	7.46	7.67	7.93
Latin America	2.62	2.73	2.85	2.95	3.03
Middle East	0.87	0.94	1.04	1.07	1.13
North America and the Caribbean	8.01	7.88	8.23	8.70	8.86
Others	0.24	0.20	0.19	0.19	0.27
TOTAL	26.91	28.30	29.19	30.56	31.25
Increase (decrease) (Percentage points)	0.61	1.39	0.89	1.37	0.69

TOTAL STAFF: 2573 TOTAL WOMEN STAFF: 804

TABLE D2

Women in posts subject to geographical distribution
as of 30 June 1989 through 30 June 1993
as a percentage of women staff only
(by region of origin)

YEAR	1989	1990	1991	1992	1993
REGION					
Africa	7.66	8.83	9.49	9.16	9.20
Asia and the Pacific	19.59	19.31	19.37	20.20	20.27
Europe (Eastern)	2.94	3.31	3.42	3.26	2.61
Europe (Western)	26.22	27.03	25.56	25.09	25.37
Latin America	9.72	9.66	9.75	9.66	9.70
Middle East	3.24	3.31	3.56	3.51	3.61
North America and the Caribbean	29.75	27.86	28.19	28.48	28.36
Others	0.88	0.69	0.66	0.63	0.87
TOTAL	100.00	100.00	100.00	100.00	100.00
TOTAL WOMEN STAFF:	679	725	759	797	804

Figure 5
Women as Percentage of all Staff
By Region and Year
(June 1989 - June 1993)

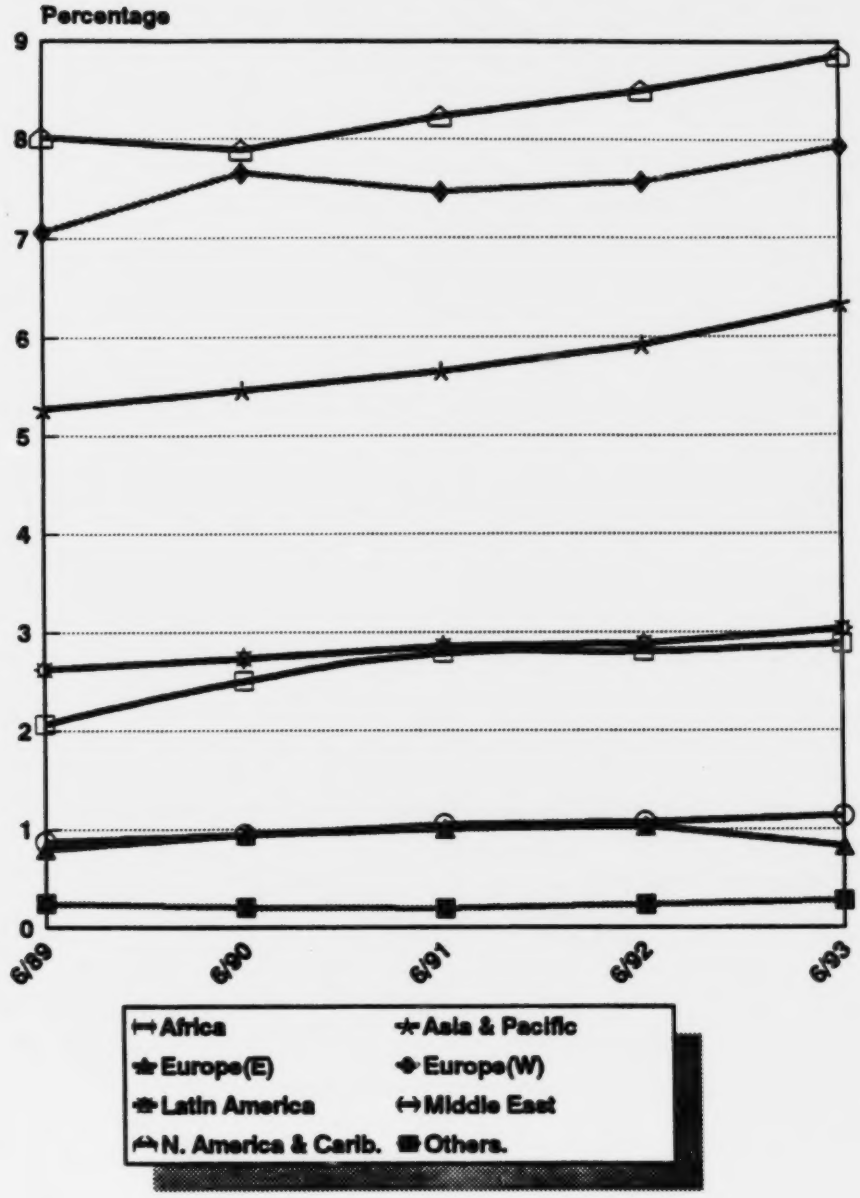


Figure 6
Women as Percentage of All Women Staff
By Region and Year
(June 1989 - June 1993)

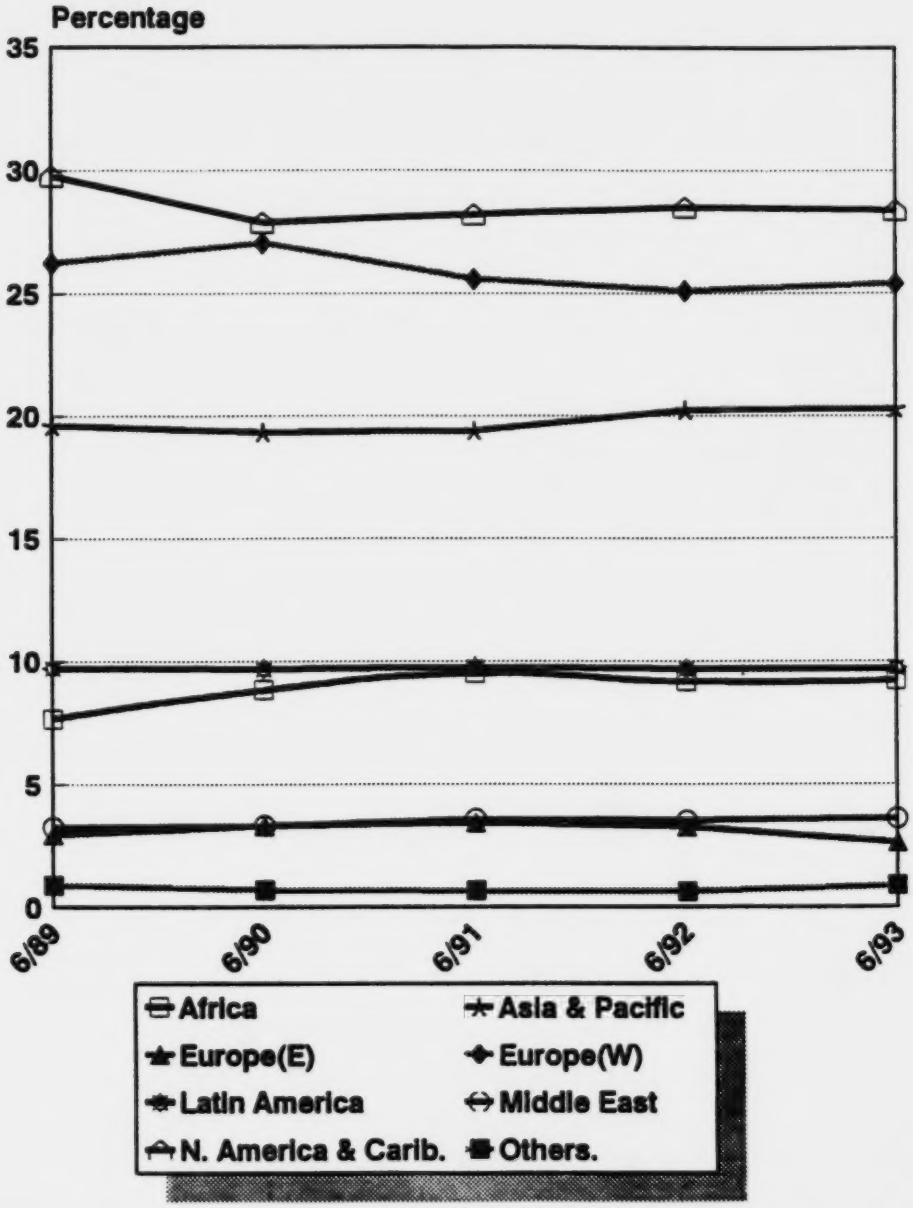
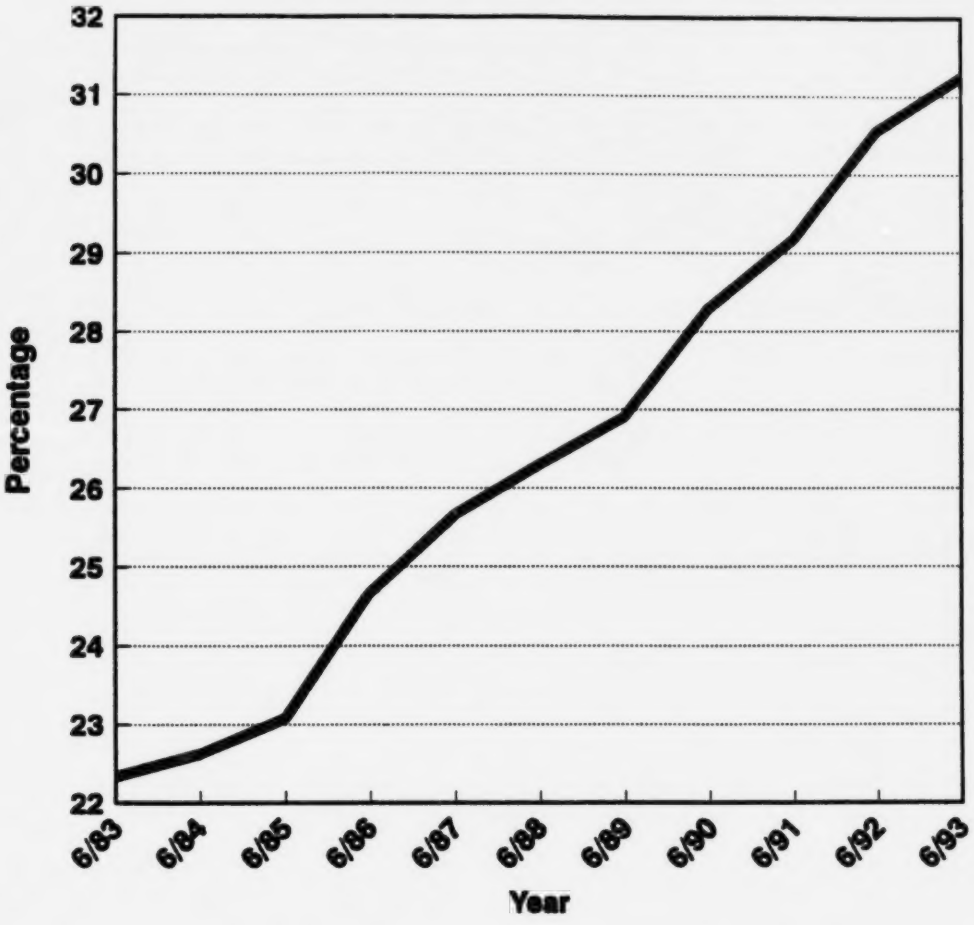


Table E

Number and percentage of women at each level
in 1983 and 1993 in posts subject to geographical distribution
and in posts with special language requirements

	Geographic Posts				Language Posts			
	1983		1993		1983		1993	
LEVEL	No. of women	Percentage	No. of Women	Percentage	No. of Women	Percentage	No. of Women	Percentage
USG	1	3.6	3	14.3	-	-	-	-
ASG	2	8.0	1	6.7	-	-	-	-
D-2	4	4.5	9	13.6	-	-	-	-
D-1	21	8.0	31	12.8	-	-	-	-
P-5	42	7.4	103	21.7	41	28.3	37	27.8
P-4	141	17.7	203	30.5	111	34.8	128	37.5
P-3	238	30.8	239	37.6	115	33.7	118	33.2
P-2	205	43.6	209	46.9	50	31.8	25	49.0
P-1	33	47.8	6	85.7	-	-	-	-
TOTAL	687	22.3	804	31.2	317	33.0	308	35.0

Figure 7
Representation of women in posts subject to geographical distribution: 1983 - 1993



Notes

1/ The desirable ranges for the representation of Member States are shown in table 4 of annex II.

2/ It is important to note that the source of financing of a post (regular budget or extrabudgetary funds) does not of itself determine whether a post is subject to geographical distribution. Whereas many regular-budget posts are excluded from geography (such as language and others), extrabudgetary posts are subject to geographical distribution unless expressly excluded for the reasons given in paras. 11-13 above.

3/ Member States are unrepresented when none of their nationals is in a post subject to geographical distribution; underrepresented when the number of their nationals in these posts is below the lower limit of their ranges; within range when the number of their nationals in these posts is within the limits of their ranges; and overrepresented when the number of their nationals in these posts exceeds the upper limit of their ranges.

ANNEX I

Statistical tables

Table 1. Total Professional and higher level staff of the Secretariat holding permanent, probationary or fixed-term appointments for one year or more by appointment status and region

Table 2. Staff in posts subject to geographical distribution by office and region

Table 3. Staff by region, level and gender

(a) Staff in posts subject to geographical distribution

(b) Staff in posts with special language requirements

(c) Total staff in posts subject to geographical distribution and posts with special language requirements

Table 4. Staff in posts subject to geographical distribution by nationality and level (showing number of women)

(a) Staff in posts subject to geographical distribution by region and level (showing number of women)

Table 5. Staff in posts subject to geographical distribution by nationality and type of appointment

Table 6. Staff in posts with special language requirements by nationality and level (showing number of women staff)

(a) Staff in posts with special language requirements by region and level (showing number of women staff)

Table 7. Professional and higher level staff specifically appointed for mission service by nationality and level (showing number of women staff)

(a) Professional and higher level staff specifically appointed for mission service by region and level (showing number of women staff)

Table 8. Weighted and unweighted distribution of posts subject to geographical distribution and actual staff position in points by region and nationality

Table 9. Women staff of the United Nations and related agencies in Professional and higher level posts

TABLE 1

TOTAL PROFESSIONAL AND HIGHER LEVEL STAFF OF THE SECRETARIAT

HOLDING PERMANENT, PROBATIONARY OR FIXED-TERM APPOINTMENTS FOR ONE YEAR OR MORE

BY APPOINTMENT STATUS AND REGION

(AS AT 30 JUNE 1993)

APPOINTMENT STATUS / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
GEOGRAPHY a/	424	415	237	808	222	132	508	27	2 573
LANGUAGE b/	127	131	148	237	80	40	108	13	880
MISSION c/	18	20	16	48	18	3	36	2	157
UNEP d/	88	47	18	75	23	9	27	3	287
INTERAGENCY e/	2	-	1	1	-	-	4	-	8
P.RESIDENT f/	-	-	-	-	1	-	-	-	1
PROJECTS g/	5	-	1	3	-	3	-	-	12
ON LEAVE h/	4	4	3	13	4	3	8	1	40
SECONDED i/	5	3	-	20	3	1	10	-	42
TOTAL	648	620	422	1 003	351	191	699	48	3 980

a/ Staff in posts subject to geographical distribution.
b/ Staff in posts with special language requirements.
c/ Staff specifically appointed for mission service.
d/ Staff specifically appointed for service with the United Nations Environment Programme, the United Nations Centre for Human Settlements or the United Nations Conference on Environment and Development.
e/ Staff specifically appointed after interagency consultation to posts financed on an interagency basis.
f/ Staff having permanent resident status in the United States of America.
g/ Staff detailed or assigned to a technical assistance project.
h/ Staff on special leave without pay.
i/ Staff on secondment to the United Nations Development Programme or other United Nations bodies.

TABLE 2

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY OFFICE AND REGION

(AS AT 30 JUNE 1993)

OFFICE / REGION	AFRICA	ASIA & THE PACIFIC	EUROPE (EASTERN)	EUROPE (WESTERN)	LATIN AMERICA	MIDDLE EAST	NORTH AMERICA & CARIBBEAN	OTHERS	TOTAL
HEADQUARTERS a/	181	247	140	294	108	51	342	5	1 368
ECE	2	3	30	45	2	2	9	1	94
ESCAP	2	81	8	19	1	2	16	-	129
ECLAC	-	5	3	28	72	3	25	-	136
ECA	148	6	5	10	3	1	9	1	181
ESCWA	9	3	1	1	-	37	10	3	84
UNCTAD b/	38	20	17	84	17	18	20	9	188
UNEP/UNCHS b/	14	10	3	21	4	7	15	1	75
UNOB c/	26	27	21	82	10	10	40	4	220
UNOV	11	13	9	48	7	1	21	3	111
TOTAL	424	415	237	808	222	132	508	27	2 573

a/ Including information centres.
b/ Including liaison offices at other duty stations.
c/ Including the Office of the United Nations Disaster Relief Co-ordinator, the Centre for Human Rights and the Conference of the Committee on Disarmament in Geneva.

TABLE 3

STAFF BY REGION, LEVEL AND GENDER

(AS AT 30 JUNE 1993)

A. STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

REGION	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA		4	1	2	1	11	2	47	8	76	20	103	24	73	18	31		1	74 17.5	350 82.5	424
ASIA AND THE PACIFIC		5		3	2	8	5	37	11	36	33	65	57	58	54	41	1		163 39.3	252 60.7	415
EUROPE (EASTERN)		1			1	8		19	1	21	8	65	6	75	5	29			21 8.9	216 91.1	237
EUROPE (WESTERN)		6		3	2	15	10	46	28	87	43	67	58	83	64	67	3		204 33.6	404 66.4	608
LATIN AMERICA		1		3		6	2	11	15	38	17	27	22	27	20	30	2		78 35.1	144 64.9	222
MIDDLE EAST		1		2		2	4	16	5	28	10	34	3	15	7	7			29 22.0	103 78.0	132
N. AMERICA & CARIBBEAN	3			1	3	11	7	34	38	67	66	78	71	61	38	28			223 44.9	280 55.1	508
OTHERS							1	1	1	6	3	4		3	2	4			7 25.9	20 74.1	27
SUBTOTAL a/	3 14.3	18 85.7	1 6.7	14 93.3	9 13.6	57 86.4	31 12.8	211 87.2	103 21.7	372 78.3	203 30.5	465 69.5	238 37.6	396 62.4	209 46.9	237 53.1	6 85.7	1 14.3	804 31.2	1769 68.8	2 573
TOTAL	21		15		66		242		475		668		636		446		7		2 573		

B. STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

REGION	P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
AFRICA	2	15	10	43	11	43	1	2			24 18.9	103 81.1	127
ASIA AND THE PACIFIC	2	18	10	31	18	51	2	1			32 24.4	99 75.6	131
EUROPE (EASTERN)		14	1	40	4	85		2			5 3.4	141 96.6	146
EUROPE (WESTERN)	22	27	60	51	36	24	10	7			128 54.0	109 46.0	237
LATIN AMERICA	7	11	22	13	13	7		7			42 52.5	38 47.5	80
MIDDLE EAST	1	5	2	10	8	10	1	3			12 30.0	28 70.0	40
N. AMERICA & CARIBBEAN	3	8	18	22	28	15	11	4			58 55.7	47 44.3	105
OTHERS		2	4	3	2	2					6 46.2	7 53.8	13
SUBTOTAL a/	37 27.8	98 72.2	128 37.5	213 62.5	118 33.2	237 66.8	25 49.0	26 51.0	0.0	0.0	309 35.0	572 65.0	880
TOTAL	133		341		356		51		0		880		

C. TOTAL STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION AND POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

	USG		ASG		D-2		D-1		P-5		P-4		P-3		P-2		P-1		SUBTOTAL a/		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	
GRAND TOTAL a/	3 14.3	18 85.7	1 6.7	14 93.3	9 13.6	57 86.4	31 12.8	211 87.2	140 23.0	468 77.0	331 32.9	676 67.1	357 36.1	633 63.9	234 47.1	263 52.9	6 85.7	1 14.3	112 32.2	2 341 67.8	3 453
	21		15		66		242		608		1 007		990		497		7		3 453		

a/ Percentages are given beneath each row and column total.

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TABLE 4

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES													
Afghanistan	9	-	-	-	-	4	4	1	-	-	9	8.52	2-14
Albania	0	-	-	-	-	-	-	1	-	-	1	9.13	2-14
Algeria	18 (2)	1	-	2 (1)	4	6	5 (1)	-	-	-	18 (2)	8.93	4-14
Angola	1	-	-	-	-	-	1	-	-	-	1	8.31	2-14
Antigua and Barbuda	3 (3)	-	-	-	1 (1)	-	1 (1)	1 (1)	1 (1)	-	4 (4)	8.08	2-14
Argentina	27 (10)	-	-	1	5	7 (2)	5 (2)	4 (3)	4 (2)	-	28 (9)	15.19	10-20
Armenia	0	-	-	-	-	-	-	-	-	-	0	7.82	3-14
Australia	34 (15)	-	-	-	7 (1)	4 (2)	7 (3)	3 (2)	10 (6)	-	31 (14)	28.78	24-34
Austria	20 (8)	1	-	1	1 (1)	6 (1)	5 (3)	5 (2)	2 (2)	-	21 (9)	17.23	12-22
Azerbaijan	0	-	-	-	-	-	-	-	-	-	0	8.38	5-14
Bahamas	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	8.20	2-14
Bahrain	0	-	-	-	-	-	-	-	-	-	0	8.38	2-14
Bangladesh	16	-	-	-	1	6	4	1	1	-	13	9.01	4-14
Barbados	6 (4)	-	-	-	-	2 (1)	3 (2)	1 (1)	-	-	6 (4)	8.08	2-14
Belarus	13	-	-	-	-	1	4	5	3	-	13	13.28	8-18
Belgium	23 (6)	-	-	1	1	7 (1)	9 (3)	4 (2)	2	-	24 (6)	21.88	17-27
Belize	2 (2)	-	-	-	-	1 (1)	-	1 (1)	1	-	3 (2)	8.08	2-14
Benin	8 (1)	-	-	-	1	1	2	1	1 (1)	-	8 (1)	8.17	2-14
Bhutan	4	-	-	-	-	-	-	2	2	-	4	8.08	2-14
Bolivia	8	-	-	-	-	3	-	2	-	-	5	8.24	2-14
Bosnia and Herzegovina	0	-	-	-	-	-	-	-	-	-	0	8.80	2-14
Botswana	1 (1)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	8.08	2-14
Brazil	34 (12)	-	-	1	-	7 (3)	7 (3)	8 (2)	12 (5)	1 (1)	37 (14)	33.38	28-38
Brunei Darussalam	0	-	-	-	-	-	-	-	-	-	0	8.38	2-14
Bulgaria	8	-	-	-	2	1	1	4	-	-	8	8.08	3-14
Burkina Faso	7 (1)	-	-	-	1	2	2	1 (1)	1	-	7 (1)	8.28	2-14
Burundi	11 (2)	-	-	-	1	1	2	3 (1)	4 (1)	-	11 (2)	8.19	2-14
Cambodia	3	-	-	-	1	-	1	-	-	-	2	8.27	2-14
Cameroon	14 (3)	-	-	-	1	1	5	5 (1)	2 (2)	-	14 (3)	8.36	2-14
Canada	58 (15)	1 (1)	-	2	5 (1)	13 (1)	22 (3)	7 (5)	8 (6)	-	58 (17)	52.78	45-61

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TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Cape Verde	1	-	-	-	-	-	1	-	-	-	1	8.08	2-14
Central African Rep	5	-	-	-	-	-	1	-	3	-	4	8.13	2-14
Chad	3	-	-	-	-	1	1	1	-	-	3	8.20	2-14
Chile	28 (9)	-	-	3	3	5 (4)	3 (1)	3 (3)	9 (1)	1 (1)	27 (10)	7.43	3-14
China	42 (15)	1	-	2	7 (1)	8 (2)	13 (8)	12 (5)	-	-	43 (16)	48.79	40-54
Colombia	10 (1)	-	-	1	-	4	3	2 (1)	-	-	10 (1)	8.68	4-14
Comoros	2	-	-	-	-	-	-	2	-	-	2	8.08	2-14
Congo	8	-	-	-	-	1	3	1	-	-	5	8.11	2-14
Costa Rica	3	-	-	-	-	1	1	-	1	-	3	8.13	2-14
Cote d'Ivoire	12 (2)	-	-	-	-	-	4	6 (2)	2	-	12 (2)	8.52	2-14
Croatia	0 (0)	-	-	1 (1)	-	-	1 (1)	-	-	-	2 (2)	7.96	3-14
Cuba	11 (4)	-	-	-	-	-	4 (2)	1	5 (2)	-	10 (4)	7.51	3-14
Cyprus	5	-	1	-	3	1	-	-	-	-	5	8.22	2-14
Czech Republic	0 (0)	-	-	-	-	-	3 (1)	1	1	-	5 (1)	11.65	7-16
Democratic People's Republic of Korea	0	-	-	-	-	-	-	-	-	-	0	7.20	2-14
Denmark	17 (5)	-	-	-	1	3 (1)	2 (1)	4 (1)	3 (1)	-	13 (4)	15.88	11-20
Djibouti	1	-	-	-	-	-	-	-	1	-	1	8.08	2-14
Dominica	1	-	-	-	-	1	-	-	-	-	1	8.05	2-14
Dominican Republic	6 (2)	-	-	-	-	-	4 (2)	2 (1)	1	-	7 (3)	8.36	2-14
Ecuador	4 (1)	-	-	-	-	2 (1)	-	1	1	-	4 (1)	8.81	2-14
Egypt	13 (2)	-	1	-	3 (1)	6 (1)	1	2	1	-	14 (2)	8.31	4-14
El Salvador	4	-	-	-	1	1	1	1	-	-	4	8.18	2-14
Equatorial Guinea	3	-	-	-	-	-	-	-	3	-	3	8.08	2-14
Eritrea	0	-	-	-	-	-	-	-	-	-	0	8.11	2-14
Estonia	0	-	-	-	-	-	-	-	-	-	0	8.98	2-14
Ethiopia	30 (7)	-	-	-	-	2	8	9 (3)	9 (3)	-	28 (6)	7.35	3-14
Fiji	6 (1)	-	-	-	2	2	-	1 (1)	-	-	5 (1)	8.07	2-14
Finland	11 (3)	-	-	1	-	2	3 (1)	4 (1)	-	-	10 (2)	14.48	10-19
France	111 (47)	1	1	4 (1)	12 (6)	24 (5)	23 (13)	31 (14)	17 (7)	-	113 (46)	98.42	82-111
Gabon	2	-	-	-	-	-	-	-	2	-	2	8.23	2-14
Gambia	6 (1)	-	-	-	2	2	3 (1)	-	-	-	7 (1)	8.07	2-14

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TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Georgia	0	-	-	-	-	-	-	-	-	-	0	9.16	4-14
Germany	125 (37)	1	-	3 (1)	11 (1)	26 (8)	25 (8)	38 (11)	23 (11)	-	128 (38)	140.51	119-162
Ghana	15 (1)	2	-	3	3	2	4 (1)	1	-	-	15 (1)	6.45	2-14
Greece	13 (5)	-	1	-	2	-	3 (2)	2 (1)	5 (3)	-	13 (6)	11.36	7-16
Grenada	3	-	-	-	1	-	-	1	1	-	3	6.06	2-14
Guatemala	7 (1)	1	-	-	-	2	1 (1)	2	1	-	7 (1)	6.44	2-14
Guinea	6 (1)	-	-	1	-	1	2	2 (1)	-	-	6 (1)	6.20	2-14
Guinea-Bissau	1	-	-	-	-	-	-	-	1	-	1	6.07	2-14
Guyana	16 (7)	-	-	1	3	4 (3)	5 (3)	3 (1)	-	-	16 (7)	6.07	2-14
Haiti	6 (4)	-	1	-	2 (1)	-	1 (1)	1 (1)	1 (1)	-	6 (4)	6.22	2-14
Honduras	2	-	-	-	-	-	-	2	1	-	3	6.18	2-14
Hungary	9 (3)	-	-	-	-	-	2 (1)	1	4 (1)	-	7 (2)	6.83	4-14
Iceland	9 (1)	-	-	-	-	2	1	-	4 (1)	-	7 (1)	6.36	2-14
India	42 (9)	2	-	2	1	3 (1)	8 (2)	16 (6)	10 (1)	-	42 (10)	33.05	28-38
Indonesia	8 (3)	-	-	-	3	1	-	-	2 (2)	-	6 (2)	13.02	6-18
Iran (Islamic Republic of)	20 (6)	-	1	1	4 (1)	3 (1)	5 (3)	5 (1)	-	-	19 (6)	18.75	14-24
Iraq	14 (2)	-	-	-	1 (1)	6 (1)	3	-	-	-	12 (2)	6.31	4-14
Ireland	13 (4)	-	-	1	2	4	1	4 (3)	3 (1)	-	15 (4)	6.68	4-14
Israel	15 (4)	-	-	-	1	1 (1)	2 (1)	3	8 (3)	-	15 (5)	9.44	5-14
Italy	55 (17)	1	1	1	4	6 (4)	15 (4)	16 (6)	19 (10)	-	65 (24)	71.04	60-82
Jamaica	18 (6)	-	-	2 (1)	1	2	-	6 (3)	5 (3)	-	16 (7)	6.11	2-14
Japan	89 (42)	1	1	2 (2)	4 (1)	5 (3)	19 (5)	28 (12)	26 (16)	-	86 (41)	193.87	166-223
Jordan	14 (1)	-	-	-	2	1	7	3	2 (1)	-	15 (1)	6.16	2-14
Kazakhstan	0	-	-	-	-	-	-	-	-	-	0	11.52	7-16
Kenya	14 (2)	-	-	-	2	3	5 (1)	1	1 (1)	-	12 (2)	6.72	2-14
Kuwait	0	-	-	-	-	-	-	-	-	-	0	9.66	5-14
Kyrgyzstan	0	-	-	-	-	-	-	-	-	-	0	6.90	2-14
Lao People's Dem Rep	1	-	-	-	-	-	1	-	-	-	1	6.16	2-14
Latvia	0	-	-	-	-	-	-	-	-	-	0	7.90	3-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Lebanon	20 (5)	-	-	1	2	5	6 (1)	4 (2)	2 (2)	-	20 (5)	8.12	2-14
Lesotho	7 (5)	-	-	-	-	-	3 (2)	3 (2)	1 (1)	-	7 (5)	6.10	2-14
Liberia	8 (3)	-	-	-	-	2	3 (2)	3 (1)	-	-	8 (3)	6.11	2-14
Libyan Arab Jamahiriya	7 (1)	-	-	-	1	2 (1)	2	1	-	-	6 (1)	9.59	5-14
Liechtenstein	0	-	-	-	-	-	-	-	-	-	0	6.05	2-14
Lithuania	0	-	-	-	-	-	-	-	-	-	0	6.22	3-14
Luxembourg	4 (1)	-	-	-	-	-	1	-	3 (1)	-	4 (1)	6.80	2-14
Madagascar	9 (1)	-	-	-	1	1	5	1 (1)	1	-	9 (1)	6.37	2-14
Malawi	9 (1)	-	-	-	1	4 (1)	2	3	-	-	10 (1)	6.27	2-14
Malaysia	15 (3)	-	1	-	2	5	3	4 (3)	-	-	15 (3)	6.13	3-14
Maldives	0	-	-	-	-	-	-	-	-	-	0	6.08	2-14
Mali	10	-	-	-	1	1	5	3	-	-	10	6.29	2-14
Malta	6 (1)	-	-	-	4	1	1	-	-	-	6 0	6.08	2-14
Marshall Islands	0	-	-	-	-	-	-	-	-	-	0	6.05	2-14
Mauritania	5	-	-	1	-	1	-	3	1	-	6	6.10	2-14
Mauritius	12	-	-	1	2	4	3	1	-	-	11	6.08	2-14
Mexico	28 (13)	-	-	-	1 (1)	6 (1)	4 (2)	7 (4)	6 (3)	-	24 (11)	21.19	18-28
Micronesia (Federated States of)	0	-	-	-	-	-	-	-	-	-	0	6.05	2-14
Monaco	0	-	-	-	-	-	-	-	-	-	0	6.05	2-14
Mongolia	1 (1)	-	-	-	-	-	-	1 (1)	-	-	1 (1)	6.11	2-14
Morocco	11 (3)	-	-	-	2	3	2 (1)	4 (3)	-	-	11 (4)	7.00	2-14
Mozambique	1	-	-	-	-	-	1	-	-	-	1	6.42	2-14
Myanmar	6	-	-	-	-	-	4	2	-	-	6	7.13	2-14
Namibia	0	-	-	-	-	-	-	-	-	-	0	6.08	2-14
Nepal	12	-	-	-	2	1	3	2	-	-	8	6.56	2-14
Netherlands	32 (2)	-	-	-	1	10	6 (1)	6 (1)	13 (2)	-	36 (4)	28.56	24-33
New Zealand	11 (5)	-	-	-	3 (1)	2 (1)	3 (1)	-	4 (2)	-	12 (5)	9.56	5-14
Nicaragua	4 (2)	-	-	-	-	2 (1)	1	-	4 (4)	-	7 (5)	6.15	2-14
Niger	5 (2)	-	-	-	1 (1)	-	2 (1)	1	-	-	4 (2)	6.25	2-14
Nigeria	18 (1)	-	-	1	4	4	4	2 (1)	-	1	18 (1)	11.74	7-17

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Norway	13 (7)	-	-	-	-	-	-	1	12 (7)	-	13 (7)	14.17	9-19
Oman	2 (1)	-	-	-	1	1 (1)	-	-	-	-	2 (1)	8.39	2-14
Pakistan	14 (3)	1	1	1	2	1	4 (2)	2 (1)	1	-	13 (3)	9.66	5-14
Panama	3	-	-	-	-	1	1	-	1	-	3	8.28	2-14
Papua New Guinea	3	-	-	-	-	-	-	2	-	-	2	8.15	2-14
Paraguay	1	-	-	-	-	-	1	-	-	-	1	8.31	2-14
Peru	18 (8)	-	2	-	-	8 (1)	2 (1)	5 (3)	2 (1)	-	17 (8)	7.35	3-14
Philippines	68 (38)	-	-	-	2 (1)	5 (1)	20 (9)	22 (15)	21 (14)	1 (1)	71 (41)	8.53	4-14
Poland	15 (1)	-	-	1	-	1	8	2	1	-	13 0	13.83	9-19
Portugal	3 (2)	-	-	-	-	2 (1)	1 (1)	1	1	-	5 (2)	9.12	4-14
Qatar	1	-	-	-	-	-	-	-	1	-	1	8.88	2-14
Republic of Korea	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)	17.23	12-22
Republic of Moldova	0	-	-	-	-	-	-	-	-	-	0	8.24	3-14
Romania	5	-	-	1	1	-	1	-	2	-	5	9.00	4-14
Russian Federation	157 (14)	1	-	3	11	16 (1)	48 (4)	56 (4)	13 (4)	-	148 (13)	108.23	93-128
Rwanda	3 (0)	-	-	-	-	-	-	4 (1)	-	-	4 (1)	8.24	2-14
Saint Kitts & Nevis	1 (1)	-	-	-	-	-	-	-	2 (2)	-	2 (2)	8.08	2-14
Saint Lucia	4 (2)	-	-	-	-	-	1	1 (1)	2 (1)	-	4 (2)	8.08	2-14
Saint Vincent & the Grenadines	2 (1)	-	-	-	-	-	-	1	2 (1)	-	3 (1)	8.08	2-14
Samoa	2	-	-	-	-	-	-	2	-	-	2	8.08	2-14
San Marino	0	-	-	-	-	-	-	-	-	-	0	8.08	2-14
Sao Tome & Principe	0	-	-	-	-	-	-	-	-	-	0	8.08	2-14
Saudi Arabia	4 (4)	-	-	-	1 (1)	1 (1)	1 (1)	-	1 (1)	-	4 (4)	20.96	18-25
Senegal	18 (8)	-	1	-	1	3 (1)	2 (1)	5	3 (3)	-	15 (5)	8.24	2-14
Seychelles	2	-	-	-	-	-	-	2	-	-	2	8.08	2-14
Sierra Leone	15 (4)	1	-	-	2	5 (1)	6 (3)	1	-	-	15 (4)	8.18	2-14
Singapore	13 (7)	-	-	-	1	2 (1)	4 (3)	4 (3)	-	-	11 (7)	7.75	3-14
Slovakia	0	-	-	-	-	-	-	-	2	-	2	8.70	4-14
Slovenia	0	-	-	-	-	1	-	-	-	-	1	7.29	2-14
Solomon Islands	0	-	-	-	-	-	-	-	-	-	0	8.08	2-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/08/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/08/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Somalia	10 (2)	-	-	-	1	3	4 (2)	1	-	-	9 (2)	6.28	2-14
South Africa	11 (3)	-	-	-	-	2 (1)	2 (1)	3	4 (1)	-	11 (3)	12.98	8-16
Spain	28 (12)	-	-	1	4	1 (1)	7 (2)	8 (3)	7 (6)	-	28 (12)	38.27	31-42
Sri Lanka	10 (2)	-	-	1	3	-	-	2 (1)	3 (1)	-	9 (2)	6.48	2-14
Sudan	9	-	-	-	1	1	4	1	1	-	8	6.71	2-14
Suriname	3 (2)	-	-	-	-	-	1	1 (1)	1 (1)	-	3 (2)	6.08	2-14
Swaziland	4 (2)	-	-	-	-	-	-	4 (2)	-	-	4 (2)	6.07	2-14
Sweden	24 (7)	1	-	2	1 (1)	9 (1)	5	5 (5)	1	-	24 (7)	22.80	18-27
Syrian Arab Republic	8	1	-	-	1	4	3	-	-	-	9	6.82	2-14
Tajikistan	0	-	-	-	-	-	-	-	-	-	0	6.78	2-14
Thailand	27 (15)	-	-	-	1	2	3	9 (7)	13 (8)	-	28 (15)	8.97	4-14
The former Yugoslav Republic of Macedonia	0	-	-	-	-	-	-	-	-	-	0	6.10	2-14
Togo	4	-	-	-	1	1	1	1	1	-	5	6.14	2-14
Trinidad and Tobago	16 (8)	-	-	-	2	1 (1)	5 (2)	7 (3)	3 (2)	-	18 (8)	8.67	2-14
Tunisia	19 (1)	-	-	2	2	9 (1)	2	1	1	-	17 (1)	6.56	2-14
Turkey	11 (3)	-	-	-	2 (1)	1	7 (2)	1	-	-	11 (3)	11.37	7-16
Turkmenistan	0	-	-	-	-	-	-	-	-	-	0	6.66	2-14
Uganda	15 (4)	-	-	-	3	4 (1)	3	2 (1)	2 (2)	-	14 (4)	6.51	2-14
Ukraine	25 (3)	-	-	1	2	1	5	12 (2)	3	-	24 (2)	34.98	30-40
United Arab Emirates	1 (1)	-	-	-	-	-	1 (1)	-	-	-	1 (1)	9.08	4-14
United Kingdom a/	88 (35)	1	-	2	12 (1)	16 (3)	22 (6)	9 (6)	18 (12)	3 (3)	83 (31)	81.88	70-94
United Rep Tanzania	19 (5)	-	1 (1)	1	4	1	6 (2)	3 (2)	1 (1)	-	19 (6)	6.74	2-14
United States of America	387 (178)	2 (2)	1	9 (2)	28 (5)	78 (29)	108 (57)	101 (50)	42 (23)	-	371 (173)	383.47	328-441
Uruguay	12 (3)	-	-	-	-	8 (1)	1	3 (1)	-	-	10 (2)	6.57	2-14
Uzbekistan	0	-	-	-	-	-	-	-	-	-	0	10.13	5-15
Vanuatu	0	-	-	-	-	-	-	-	-	-	0	6.06	2-14
Venezuela	10 (7)	-	-	-	1	1 (1)	3 (2)	3 (2)	-	-	8 (5)	13.88	9-18
Viet Nam	3 (1)	-	-	-	-	-	1	1	1 (1)	-	3 (1)	7.77	3-14
Yemen	8 (1)	-	-	-	2	1	5 (1)	1	-	-	9 (1)	6.33	2-14

TABLE 4 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
MEMBER STATES (CONTINUED)													
Yugoslavia	14 (3)	-	-	-	3	1	2 (1)	-	5	-	11 (1)	8.49	4-14
Zaire	15 (2)	-	-	-	1	3	7 (1)	3	1 (1)	-	15 (2)	7.04	2-14
Zambia	9	-	-	-	1	2	3	3	-	-	9	6.28	2-14
Zimbabwe	6 (1)	-	-	-	1	1	1	3 (1)	-	-	6 (1)	6.31	2-14
SUBTOTAL	436 (790)	21 (3)	15 (1)	66 (9)	240 (30)	466 (102)	669 (200)	632 (239)	440 (207)	7 (6)	2 548 (797)	369.47	308-413
OTHERS													
Former Czechoslovakia b/	14 (2)	-	-	-	-	1	2 (1)	1	4	-	8 (1)		
Palestine	0	-	-	-	-	-	-	-	-	-	0		
Stateless	5 (0)	-	-	-	-	2	1	1	1 (1)	-	5 (1)		
Switzerland	13 (5)	-	-	-	2 (1)	6 (1)	4 (2)	1	1 (1)	-	14 (5)		
SUBTOTAL	32 (7)	-	-	-	2 (1)	9 (1)	7 (3)	3	6 (2)	-	27 (7)		
TOTAL	2 608 (797)	21 (3)	15 (1)	66 (9)	242 (31)	475 (103)	668 (203)	635 (239)	446 (209)	7 (6)	2 573 (804)		

a/ Includes ten staff members from the Territory of Hong Kong.
b/ Pending determination of nationality (Czech Rep or Slovakia).

TABLE 4A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93	MID-POINT	DESIRABLE RANGE
AFRICA	436 (73)	4	3 (1)	12 (1)	49 (2)	86 (8)	123 (20)	97 (24)	49 (18)	1	424 (74)	360.47	308-413
ASIA AND THE PACIFIC	429 (161)	5	3	8 (2)	42 (5)	47 (11)	98 (33)	118 (57)	95 (54)	1 (1)	415 (163)	514.70	437-592
EUROPE (EASTERN)	248 (24)	1	-	7 (1)	19	22 (1)	73 (8)	81 (8)	34 (5)	-	237 (21)	354.27	301-407
EUROPE (WESTERN)	596 (200)	6	3	17 (2)	58 (10)	123 (28)	130 (43)	139 (58)	131 (64)	3 (3)	606 (204)	621.51	528-715
LATIN AMERICA	223 (77)	1	3	6	13 (2)	54 (15)	44 (17)	49 (22)	50 (20)	2 (2)	222 (78)	188.20	187-225
MIDDLE EAST	131 (28)	1	2	2	20 (4)	31 (5)	44 (10)	16 (3)	14 (7)	-	132 (29)	144.66	123-168
N. AMERICA & CARIBBEAN	518 (227)	3 (3)	1	14 (3)	41 (7)	103 (38)	147 (66)	132 (71)	67 (38)	-	508 (226)	509.66	433-588
OTHERS	32 (7)	-	-	-	2 (1)	9 (1)	7 (3)	3	6 (2)	-	27 (7)		
TOTAL	2 608 (797)	21 (3)	15 (1)	66 (9)	242 (31)	475 (103)	666 (203)	635 (238)	446 (208)	7 (6)	2 573 (804)		

TABLE 5

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY NATIONALITY AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1992 AND 30 JUNE 1993)

COUNTRY	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES										
Afghanistan	8	-	1	9	11.1	8	-	1	9	11.1
Albania	-	-	-	-	0.0	-	-	1	1	100.0
Algeria	17	-	1	18	5.6	18	-	2	18	11.1
Angola	1	-	-	1	0.0	1	-	-	1	0.0
Antigua and Barbuda	3	-	-	3	0.0	4	-	-	4	0.0
Argentina	23	-	4	27	14.8	21	-	5	26	19.2
Armenia	-	-	-	-	0.0	-	-	-	-	0.0
Australia	23	7	4	34	11.8	18	8	5	31	16.1
Austria	15	-	5	20	25.0	15	-	6	21	28.6
Azerbaijan	-	-	-	-	0.0	-	-	-	-	0.0
Bahamas	1	-	-	1	0.0	1	-	-	1	0.0
Bahrain	-	-	-	-	0.0	-	-	-	-	0.0
Bangladesh	11	-	4	15	26.7	11	-	2	13	15.4
Barbados	5	-	1	6	16.7	5	-	1	6	16.7
Belarus	5	1	7	13	53.8	7	-	6	13	46.2
Belgium	19	-	4	23	17.4	19	-	5	24	20.8
Belize	2	-	-	2	0.0	3	-	-	3	0.0
Benin	4	-	2	6	33.3	4	-	2	6	33.3
Bhutan	3	-	1	4	25.0	3	-	1	4	25.0
Bolivia	5	-	1	6	16.7	4	-	1	5	20.0
Bosnia and Herzegovina	-	-	-	-	0.0	-	-	-	-	0.0
Botswana	-	-	1	1	100.0	-	-	1	1	100.0
Brazil	20	7	7	34	20.6	20	9	8	37	21.6
Brunei Darussalam	-	-	-	-	0.0	-	-	-	-	0.0
Bulgaria	5	-	3	8	37.5	6	-	2	8	25.0
Burkina Faso	4	-	3	7	42.9	4	-	3	7	42.9
Burundi	7	2	2	11	18.2	8	1	2	11	18.2
Cambodia	3	-	-	3	0.0	2	-	-	2	0.0
Cameroon	6	-	8	14	57.1	6	-	8	14	57.1
Canada	38	1	18	58	28.6	40	1	17	58	29.3
Cape Verde	1	-	-	1	0.0	1	-	-	1	0.0
Central African Rep	2	3	-	5	0.0	3	1	-	4	0.0
Chad	3	-	-	3	0.0	3	-	-	3	0.0
Chile	24	-	2	26	7.7	25	-	2	27	7.4
China	27	1	14	42	33.3	27	-	16	43	37.2
Colombia	7	-	3	10	30.0	7	-	3	10	30.0
Comoros	2	-	-	2	0.0	2	-	-	2	0.0
Congo	6	-	-	6	0.0	5	-	-	5	0.0

TABLE 5 (CONTINUED)

COUNTRY	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Costa Rica	1	-	2	3	66.7	1	1	1	3	33.3
Cote d'Ivoire	11	-	1	12	8.3	11	-	1	12	8.3
Croatia	-	-	-	-	0.0	1	-	1	2	50.0
Cuba	7	2	2	11	18.2	8	-	2	10	20.0
Cyprus	5	-	-	5	0.0	4	-	1	5	20.0
Czech Republic	-	-	-	-	0.0	1	1	3	5	60.0
Democratic People's Republic of Korea	-	-	-	-	0.0	-	-	-	-	0.0
Denmark	10	4	3	17	17.6	8	2	3	13	23.1
Djibouti	-	-	1	1	100.0	-	-	1	1	100.0
Dominica	-	-	1	1	100.0	-	-	1	1	100.0
Dominican Republic	4	2	-	6	0.0	6	-	1	7	14.3
Ecuador	3	-	1	4	25.0	3	-	1	4	25.0
Egypt	6	-	7	13	53.8	6	-	8	14	57.1
El Salvador	4	-	-	4	0.0	4	-	-	4	0.0
Equatorial Guinea	3	-	-	3	0.0	3	-	-	3	0.0
Eritrea	-	-	-	-	0.0	-	-	-	-	0.0
Estonia	-	-	-	-	0.0	-	-	-	-	0.0
Ethiopia	24	-	6	30	20.0	22	-	4	26	15.4
Fiji	3	-	3	6	50.0	3	-	2	5	40.0
Finland	5	-	6	11	54.5	5	-	5	10	50.0
France	86	1	24	111	21.6	90	2	21	113	18.6
Gabon	-	-	2	2	100.0	-	-	2	2	100.0
Gambia	5	-	1	6	16.7	6	-	1	7	14.3
Georgia	-	-	-	-	0.0	-	-	-	-	0.0
Germany	83	12	20	125	16.0	99	11	18	128	14.1
Ghana	9	-	6	15	40.0	8	-	7	15	46.7
Greece	11	-	2	13	15.4	10	-	3	13	23.1
Grenada	2	-	1	3	33.3	2	-	1	3	33.3
Guatemala	2	1	4	7	57.1	3	-	4	7	57.1
Guinea	4	-	2	6	33.3	4	-	2	6	33.3
Guinea-Bissau	-	-	1	1	100.0	-	-	1	1	100.0
Guyana	16	-	-	16	0.0	16	-	-	16	0.0
Haiti	5	-	1	6	16.7	5	-	1	6	16.7
Honduras	2	-	-	2	0.0	2	1	-	3	0.0
Hungary	2	5	2	9	22.2	3	3	1	7	14.3
Iceland	4	4	1	9	11.1	3	4	-	7	0.0
India	31	1	10	42	23.8	31	-	11	42	26.2
Indonesia	3	2	3	8	37.5	3	1	2	6	33.3
Iran (Islamic Republic of)	12	2	6	20	30.0	13	-	6	19	31.6

TABLE 5 (CONTINUED)

COUNTRY	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Iraq	10	-	4	14	28.6	9	-	3	12	25.0
Ireland	12	-	1	13	7.7	12	-	3	15	20.0
Israel	8	7	2	15	13.3	11	2	2	15	13.3
Italy	42	5	8	55	14.5	43	11	11	65	16.9
Jamaica	18	-	-	18	0.0	18	-	-	18	0.0
Japan	81	18	12	89	13.5	80	14	12	86	14.0
Jordan	7	1	6	14	42.9	9	-	6	15	40.0
Kazakhstan	-	-	-	-	0.0	-	-	-	-	0.0
Kenya	10	-	4	14	28.6	8	-	4	12	33.3
Kuwait	-	-	-	-	0.0	-	-	-	-	0.0
Kyrgyzstan	-	-	-	-	0.0	-	-	-	-	0.0
Lao People's Dem Rep	1	-	-	1	0.0	1	-	-	1	0.0
Latvia	-	-	-	-	0.0	-	-	-	-	0.0
Lebanon	16	-	4	20	20.0	16	-	4	20	20.0
Lesotho	6	-	1	7	14.3	6	-	1	7	14.3
Liberia	7	-	1	8	12.5	7	-	1	8	12.5
Libyan Arab Jamahiriya	6	-	1	7	14.3	5	-	1	6	16.7
Liechtenstein	-	-	-	-	0.0	-	-	-	-	0.0
Lithuania	-	-	-	-	0.0	-	-	-	-	0.0
Luxembourg	3	-	1	4	25.0	3	-	1	4	25.0
Madagascar	7	1	1	9	11.1	8	-	1	9	11.1
Malawi	5	-	4	9	44.4	7	-	3	10	30.0
Malaysia	13	-	2	15	13.3	13	-	2	15	13.3
Maldives	-	-	-	-	0.0	-	-	-	-	0.0
Mali	9	-	1	10	10.0	9	-	1	10	10.0
Malta	6	-	-	6	0.0	5	-	1	6	16.7
Marshall Islands	-	-	-	-	0.0	-	-	-	-	0.0
Mauritania	4	-	1	5	20.0	4	-	2	6	33.3
Mauritius	11	-	1	12	8.3	11	-	-	11	0.0
Mexico	22	-	6	28	21.4	20	-	4	24	16.7
Micronesia (Federated States of)	-	-	-	-	0.0	-	-	-	-	0.0
Monaco	-	-	-	-	0.0	-	-	-	-	0.0
Mongolia	1	-	-	1	0.0	1	-	-	1	0.0
Morocco	9	-	2	11	18.2	10	-	1	11	9.1
Mozambique	-	-	1	1	100.0	-	-	1	1	100.0
Myanmar	5	-	1	6	16.7	5	-	1	6	16.7
Namibia	-	-	-	-	0.0	-	-	-	-	0.0
Nepal	11	-	1	12	8.3	7	-	1	8	12.5
Netherlands	18	8	6	32	18.8	25	2	9	36	25.0

TABLE 5 (CONTINUED)

COUNTRY	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
*New Zealand	7	2	2	11	18.2	6	4	2	12	16.7
Nicaragua	3	-	1	4	25.0	3	3	1	7	14.3
Niger	3	-	2	5	40.0	2	-	2	4	50.0
Nigeria	11	-	5	16	31.3	10	-	6	16	37.5
Norway	11	2	-	13	0.0	11	2	-	13	0.0
Oman	2	-	-	2	0.0	2	-	-	2	0.0
Pakistan	5	-	9	14	64.3	5	-	8	13	61.5
Panama	2	1	-	3	0.0	3	-	-	3	0.0
Papua New Guinea	2	-	1	3	33.3	2	-	-	2	0.0
Paraguay	1	-	-	1	0.0	1	-	-	1	0.0
Peru	12	-	4	16	25.0	13	-	4	17	23.5
Philippines	87	-	1	88	1.5	70	-	1	71	1.4
Poland	1	1	13	15	86.7	2	-	11	13	84.6
Portugal	2	-	1	3	33.3	2	1	2	5	40.0
Qatar	-	-	1	1	100.0	-	-	1	1	100.0
Republic of Korea	-	-	-	-	0.0	-	1	-	1	0.0
Republic of Moldova	-	-	-	-	0.0	-	-	-	-	0.0
Romania	1	2	2	5	40.0	1	2	2	5	40.0
Russian Federation	29	10	118	157	75.2	48	2	97	148	65.9
Rwanda	1	-	2	3	66.7	2	-	2	4	50.0
Saint Kitts & Nevis	1	-	-	1	0.0	1	-	1	2	50.0
Saint Lucia	1	-	3	4	75.0	1	-	3	4	75.0
Saint Vincent & the Grenadines	2	-	-	2	0.0	2	1	-	3	0.0
Samoa	1	-	1	2	50.0	1	-	1	2	50.0
San Marino	-	-	-	-	0.0	-	-	-	-	0.0
Sao Tome & Principe	-	-	-	-	0.0	-	-	-	-	0.0
Saudi Arabia	4	-	-	4	0.0	4	-	-	4	0.0
Senegal	10	-	8	18	37.5	10	-	5	15	33.3
Seychelles	2	-	-	2	0.0	2	-	-	2	0.0
Sierra Leone	7	2	6	15	40.0	9	-	6	15	40.0
Singapore	11	-	2	13	15.4	9	-	2	11	18.2
Slovakia	-	-	-	-	0.0	-	1	1	2	50.0
Slovenia	-	-	-	-	0.0	1	-	-	1	0.0
Solomon Islands	-	-	-	-	0.0	-	-	-	-	0.0
Somalia	8	-	2	10	20.0	8	-	1	9	11.1
South Africa	6	1	4	11	36.4	6	1	4	11	36.4
Spain	20	-	8	28	28.6	19	1	8	28	28.6
Sri Lanka	9	-	1	10	10.0	8	-	1	9	11.1
Sudan	7	-	2	9	22.2	6	-	2	8	25.0

TABLE 5 (CONTINUED)

COUNTRY	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
MEMBER STATES (CONTINUED)										
Suriname	1	-	2	3	66.7	1	-	2	3	66.7
Swaziland	2	-	2	4	50.0	2	-	2	4	50.0
Sweden	18	-	6	24	25.0	17	-	7	24	29.2
Syrian Arab Republic	2	-	4	6	66.7	3	-	6	9	66.7
Tajikistan	-	-	-	-	0.0	-	-	-	-	0.0
Thailand	23	-	4	27	14.8	24	-	4	28	14.3
The former Yugoslav Republic of Macedonia	-	-	-	-	0.0	-	-	-	-	0.0
Togo	2	-	2	4	50.0	2	-	3	5	60.0
Trinidad and Tobago	15	-	1	16	6.3	15	-	3	18	16.7
Tunisia	18	-	1	19	5.3	16	-	1	17	5.9
Turkey	9	1	1	11	9.1	9	1	1	11	9.1
Turkmenistan	-	-	-	-	0.0	-	-	-	-	0.0
Uganda	10	-	5	15	33.3	9	-	5	14	35.7
Ukraine	13	-	12	25	48.0	13	-	11	24	45.8
United Arab Emirates	1	-	-	1	0.0	1	-	-	1	0.0
United Kingdom	75	-	14	89	15.7	69	-	14	83	16.9
United Rep Tanzania	18	-	1	19	5.3	17	-	2	19	10.5
United States of America	320	7	60	387	15.5	308	2	61	371	16.4
Uruguay	7	-	5	12	41.7	6	-	4	10	40.0
Uzbekistan	-	-	-	-	0.0	-	-	-	-	0.0
Vanuatu	-	-	-	-	0.0	-	-	-	-	0.0
Venezuela	9	-	1	10	10.0	8	-	-	8	0.0
Viet Nam	3	-	-	3	0.0	3	-	-	3	0.0
Yemen	9	-	-	9	0.0	9	-	-	9	0.0
Yugoslavia	8	2	4	14	28.6	8	-	3	11	27.3
Zaire	13	-	2	15	13.3	13	-	2	15	13.3
Zambia	7	-	2	9	22.2	8	-	1	9	11.1
Zimbabwe	4	-	2	6	33.3	4	-	2	6	33.3
SUBTOTAL	1 838	127	813	2 578	23.8	1 849	97	800	2 546	23.8
OTHERS										
Former Czechoslovakia	3	1	10	14	71.4	2	2	4	8	50.0
Palestine	-	-	-	-	0.0	-	-	-	-	0.0
Stateless	4	-	1	5	20.0	3	-	2	5	40.0
Switzerland	10	-	3	13	23.1	10	-	4	14	28.6
SUBTOTAL	17	1	14	32	43.8	15	2	10	27	37.0
TOTAL	1 853	128	827	2 608	24.0	1 864	99	810	2 573	23.7

TABLE 5A

STAFF IN POSTS SUBJECT TO GEOGRAPHICAL DISTRIBUTION

BY REGION AND TYPE OF APPOINTMENT

(AS AT 30 JUNE 1992 AND 30 JUNE 1993)

REGION	30/06/92					30/06/93				
	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM	TYPE OF APPOINTMENT			TOTAL	PERCENTAGE OF FIXED-TERM
	PERMANENT	PROBATIONARY	FIXED-TERM			PERMANENT	PROBATIONARY	FIXED-TERM		
AFRICA	318	9	108	435	24.8	314	3	107	424	25.2
ASIA AND THE PACIFIC	324	29	76	429	17.7	313	28	74	415	17.8
EUROPE (EASTERN)	64	21	161	246	65.4	89	9	139	237	58.6
EUROPE (WESTERN)	450	38	110	598	18.5	455	36	117	608	19.2
LATIN AMERICA	164	13	46	223	20.6	164	14	44	222	19.8
MIDDLE EAST	91	11	29	131	22.1	98	3	31	132	23.5
N. AMERICA & CARIBBEAN	425	8	83	516	16.1	418	4	86	508	17.3
OTHERS	17	1	14	32	43.8	15	2	10	27	37.0
TOTAL	1 853	128	627	2 608	24.0	1 864	99	610	2 573	23.7

TABLE 9

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES							
Algeria	3	-	1	2	-	-	3
Antigua and Barbuda	1 (1)	-	-	-	-	-	0 (0)
Argentina	24 (13)	6 (3)	12 (7)	6 (3)	3	-	27 (13)
Australia	1 (1)	-	1 (1)	-	-	-	1 (1)
Austria	2 (1)	-	2 (1)	1	-	-	3 (1)
Belarus	6	-	2	4	-	-	6
Belgium	12 (5)	2	4 (3)	6 (1)	2 (2)	-	14 (6)
Benin	1	-	-	1	-	-	1
Bolivia	1 (1)	-	1 (1)	-	-	-	1 (1)
Bulgaria	2 (1)	-	1	-	-	-	1 (0)
Canada	12 (5)	-	3 (1)	7 (3)	2 (1)	-	12 (5)
Chile	16 (8)	4 (1)	8 (5)	2 (2)	2	-	16 (8)
China	131 (31)	15 (2)	38 (9)	66 (18)	3 (2)	-	128 (31)
Colombia	7 (6)	2 (1)	2 (2)	3 (3)	-	-	7 (6)
Costa Rica	1	-	-	1	-	-	1
Cote d'Ivoire	1	-	-	1	-	-	1
Cuba	4 (1)	-	3 (1)	-	1	-	4 (1)
Ecuador	2 (1)	-	2 (1)	-	-	-	2 (1)
Egypt	87 (22)	16 (2)	40 (9)	31 (10)	2 (1)	-	89 (22)
France	116 (74)	23 (14)	48 (30)	34 (28)	7 (3)	-	112 (75)
Germany	4 (2)	2 (1)	1 (1)	-	-	-	3 (2)
Ghana	2	-	1	1	-	-	2
Guatemala	1 (1)	-	-	1 (1)	-	-	1 (1)
Guyana	3 (2)	-	-	3 (2)	-	-	3 (2)
Iraq	1	-	1	-	-	-	1
Ireland	1	-	-	1	1 (1)	-	2 (1)
Israel	3 (1)	-	1	1	-	-	2 (0)
Italy	2 (1)	-	1	1 (1)	-	-	2 (1)

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TABLE 8 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES (CONTINUED)							
Jamaica	3 (3)	-	1 (1)	2 (2)	-	-	3 (3)
Jordan	6 (1)	3	-	1 (1)	1	-	5 (1)
Lebanon	7 (3)	1	1 (1)	5 (3)	2 (1)	-	9 (5)
Madagascar	1 (1)	-	-	1 (1)	-	-	1 (1)
Malaysia	1	-	1	-	-	-	1
Mali	1	-	-	1	-	-	1
Mexico	5 (3)	2	2 (2)	1 (1)	-	-	5 (3)
Morocco	2	-	-	2	1	-	3
Netherlands	2 (1)	-	-	1	1 (1)	-	2 (1)
New Zealand	1	-	-	1	-	-	1
Panama	1	-	-	1	-	-	1
Paraguay	1 (1)	1 (1)	-	-	-	-	1 (1)
Peru	5 (5)	1	3 (2)	4 (2)	-	-	8 (4)
Russian Federation	136 (5)	14	38 (1)	79 (4)	2	-	133 (5)
Senegal	6	-	2	4	-	-	6
Spain	25 (6)	5 (1)	13 (3)	7 (4)	4 (1)	-	30 (9)
Sudan	6	1	2	3	-	-	6
Syrian Arab Republic	22 (6)	2 (1)	8 (1)	10 (4)	1	-	22 (6)
Trinidad and Tobago	2 (1)	1	-	1 (1)	-	-	2 (1)
Tunisia	14 (2)	-	7 (1)	6	-	-	13 (1)
Ukraine	6	-	-	6	-	-	6
United Kingdom	70 (31)	18 (8)	42 (22)	9 (2)	2 (2)	-	69 (32)
United States of America	66 (50)	6 (3)	37 (17)	28 (18)	13 (10)	-	86 (48)
Uruguay	6 (3)	2 (1)	2 (1)	1 (1)	1	-	6 (3)
Yemen	1	-	-	1	-	-	1
Zimbabwe	0	-	-	1	-	-	1
SUBTOTAL	867 (300)	131 (37)	334 (124)	361 (116)	81 (25)	-	887 (302)
OTHERS							
Palestine	2	-	-	2	-	-	2
Stateless	1	-	1	-	-	-	1

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TABLE 9 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
OTHERS (CONTINUED)							
Switzerland	10 (6)	2	6 (4)	2 (2)	-	-	10 (6)
SUBTOTAL	13 (8)	2	7 (4)	4 (2)	-	-	13 (8)
TOTAL	880 (308)	133 (37)	341 (128)	365 (118)	51 (25)		880 (308)

TABLE 9A

STAFF IN POSTS WITH SPECIAL LANGUAGE REQUIREMENTS

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
AFRICA	124 (25)	17 (2)	53 (10)	54 (11)	3 (1)	-	127 (24)
ASIA AND THE PACIFIC	134 (32)	18 (2)	41 (10)	69 (18)	3 (2)	-	131 (32)
EUROPE (EASTERN)	148 (6)	14	41 (1)	89 (4)	2	-	146 (5)
EUROPE (WESTERN)	233 (121)	48 (22)	111 (60)	60 (36)	17 (10)	-	237 (128)
LATIN AMERICA	78 (43)	18 (7)	35 (22)	20 (13)	7	-	80 (42)
MIDDLE EAST	40 (11)	6 (1)	12 (2)	18 (8)	4 (1)	-	40 (12)
N. AMERICA & CARIBBEAN	108 (62)	9 (3)	41 (19)	41 (28)	15 (11)	-	106 (58)
OTHERS	13 (8)	2	7 (4)	4 (2)	-	-	13 (8)
TOTAL	880 (308)	133 (37)	341 (128)	365 (118)	51 (25)	-	880 (308)

TABLE 7

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY NATIONALITY AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES											
Afghanistan	1	-	-	-	-	-	1	-	-	-	1
Argentina	1										0
Australia	2	-	1	-	-	1	1	-	-	-	3
Austria	1										0
Bangladesh	1	-	-	1	-	-	-	-	-	-	1
Belgium	0	-	-	-	-	-	1	-	-	-	1
Benin	0	-	-	-	-	-	1	-	-	-	1
Bolivia	0	-	-	-	-	-	-	1	-	-	1
Brazil	0 (0)	-	1	-	-	-	-	1 (1)	-	-	2 (1)
Bulgaria	1	-	-	-	-	-	3	-	-	-	3
Burkina Faso	0	-	-	-	-	-	1	-	-	-	1
Burundi	0	-	-	-	-	-	1	-	-	-	1
Canada	2 (0)	-	-	-	-	1 (1)	4 (1)	3 (2)	2	-	10 (4)
Chile	0 (0)	-	-	-	-	1	-	2 (2)	2	-	5 (2)
China	0 (0)	-	-	-	-	-	1 (1)	-	-	-	1 (1)
Colombia	0 (0)	-	-	-	-	1 (1)	-	-	-	-	1 (1)
Cyprus	1	-	-	-	1	-	-	-	-	-	1
Denmark	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
El Salvador	0	-	-	-	-	-	-	1	-	-	1
Ethiopia	2	-	-	-	-	-	1	1	-	-	2
Fiji	0	-	-	-	-	-	-	1	-	-	1
Finland	1										0
France	2 (0)	-	-	1	1	1	2	4 (2)	-	-	9 (2)
Germany	0 (0)	-	-	-	-	1	1 (1)	2 (2)	-	-	4 (3)
Ghana	0	-	1	-	-	-	4	-	-	-	5
Grenada	1	1	-	-	-	-	-	-	-	-	1
Iceland	0	-	-	-	-	-	1	-	-	-	1
India	1	-	-	-	-	1	-	-	-	-	1
Indonesia	0	-	-	-	-	-	-	-	1	-	1
Ireland	1 (0)	-	1	-	-	-	1	1 (1)	1	-	4 (1)
Italy	0 (0)	-	-	-	-	1	-	1	4 (1)	-	6 (1)
Jamaica	0 (0)	-	-	-	-	-	-	1 (1)	-	-	1 (1)
Japan	1	-	-	-	1	1	1	-	-	-	3

TABLE 7 (CONTINUED)

COUNTRY OF NATIONALITY	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
MEMBER STATES (CONTINUED)											
Kazakhstan	0	-	-	-	-	-	1	-	-	-	1
Malaysia	0	-	-	-	-	-	1	-	-	-	1
Myanmar	0	-	-	-	-	-	-	-	2	-	2
Nepal	0	-	1	-	-	-	1	-	-	-	2
Netherlands	1 (0)	-	-	1	-	-	-	-	-	1 (1)	2 (1)
Nigeria	1										0
Norway	0	-	1	-	-	-	-	-	-	-	1
Pakistan	1	1	-	-	-	-	-	-	-	-	1
Paraguay	0	-	-	-	-	1	-	-	-	-	1
Peru	1	-	-	-	-	-	-	2	1	-	3
Poland	4	-	1	-	-	-	3	-	-	-	4
Russian Federation	0	-	-	-	-	1	3	-	1	-	5
Sao Tome & Principe	0	-	-	-	-	-	-	1	-	-	1
Sierra Leone	0	-	-	-	-	-	1	-	-	-	1
Spain	3 (0)	-	-	1	-	1	1	-	2	1 (1)	8 (1)
Sri Lanka	1	-	-	-	-	2	-	1	-	-	3
Sudan	0	-	-	-	-	-	1	-	-	-	1
Sweden	3	-	1	-	1	-	-	-	-	-	2
Tunisia	0 (0)	-	-	-	-	-	-	-	1 (1)	-	1 (1)
Turkey	1	-	1	-	-	-	-	-	-	-	1
United Kingdom	1 (0)	-	-	-	-	1	1	1 (1)	5 (3)	1	9 (4)
United States of America	4 (1)	-	-	1	1	2	7 (5)	8 (2)	8 (2)	1	24 (9)
Uruguay	1 (0)	-	-	3	-	-	-	1 (1)	-	-	4 (1)
Yugoslavia	0	-	-	-	-	-	1	1	1	-	3
Zambia	0	-	-	-	-	1	-	-	-	-	1
Zimbabwe	1	-	-	1	-	-	-	-	-	-	1
SUBTOTAL	42 (1)	2	9	9	5	18 (2)	48 (8)	33 (15)	30 (8)	4 (2)	155 (35)
OTHERS											
Switzerland	0	-	-	-	-	-	-	1	-	1	2
SUBTOTAL	0	-	-	-	-	-	-	1	-	1	2
TOTAL	42 (1)	2	9	9	5	18 (2)	48 (8)	33 (15)	30 (8)	5 (2)	157 (35)

TABLE 7A

PROFESSIONAL AND HIGHER LEVEL STAFF SPECIFICALLY APPOINTED FOR MISSION SERVICE

BY REGION AND LEVEL

(SHOWING NUMBER OF WOMEN STAFF)

(AS AT 30 JUNE 1993)

REGION	NUMBER OF STAFF 30/06/92	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	NUMBER OF STAFF 30/06/93
AFRICA	4 (0)	-	1	1	-	1	10	2	1 (1)	-	16 (1)
ASIA AND THE PACIFIC	7 (0)	1	2	1	1	5	5 (1)	2	3	-	20 (1)
EUROPE (EASTERN)	5	-	1	-	-	1	11	1	2	-	18
EUROPE (WESTERN)	13 (0)	-	3	3	2	5	8 (1)	9 (5)	13 (5)	3 (2)	46 (14)
LATIN AMERICA	3 (0)	-	1	3	-	3 (1)	-	8 (4)	3	-	18 (5)
MIDDLE EAST	3	-	1	-	1	-	1	-	-	-	3
N. AMERICA & CARIBBEAN	7 (1)	1	-	1	1	3 (1)	11 (6)	10 (5)	8 (2)	1	38 (14)
OTHERS	0	-	-	-	-	-	-	1	-	1	2
TOTAL	42 (1)	2	9	9	5	18 (2)	46 (8)	33 (15)	30 (8)	5 (2)	157 (36)

Table 9
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution
and Actual Staff Position in Points

(As at 30 Jun 1993)

Country of Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Afghanistan	.01%	2-14	8.52	9	118-988	448	870
Albania	.01%	2-14	8.13	1	91-988	422	56
Algeria	.16%	4-14	8.93	16	284-988	615	1,804
Angola	.01%	2-14	8.31	1	104-988	436	89
Antigua and Barbuda	.01%	2-14	8.05	4	88-988	417	288
Argentina	.57%	10-20	15.19	28	715-1378	1,046	1,928
Armenia	.13%	3-14	7.92	0	215-988	548	0
Australia	1.51%	24-34	28.76	31	1650-2311	1,981	2,107
Austria	.75%	12-22	17.23	21	958-1517	1,187	1,574
Azerbaijan	.22%	5-14	9.36	0	313-974	644	0
Bahamas	.02%	2-14	8.20	1	98-988	427	89
Bahrain	.03%	2-14	8.36	0	107-988	438	0
Bangladesh	.01%	4-14	9.01	13	288-988	620	980
Barbados	.01%	2-14	8.06	8	88-988	417	432
Belarus	.48%	8-18	13.28	13	584-1248	915	773
Belgium	1.08%	17-27	21.89	24	1177-1838	1,508	1,730
Belize	.01%	2-14	8.05	3	88-988	417	185
Benin	.01%	2-14	8.17	8	94-988	425	419
Bhutan	.01%	2-14	8.09	4	88-988	419	200
Bolivia	.01%	2-14	8.24	5	99-988	430	365
Bosnia Herzegovina	.04%	2-14	8.60	0	124-988	466	0
Botswana	.01%	2-14	8.08	1	88-988	418	44
Brazil	1.58%	28-38	33.38	37	1958-2843	2,300	2,252
Brunei Darussalam	.03%	2-14	8.35	0	107-988	438	0
Bulgaria	.13%	3-14	8.05	8	224-988	588	588
Burkina Faso	.01%	2-14	8.28	7	102-988	433	504
Burundi	.01%	2-14	8.18	11	95-988	427	884
Cambodia	.01%	2-14	8.27	2	101-988	432	185
Cameroon	.01%	2-14	8.35	14	108-988	438	884
Canada	3.11%	45-61	52.76	58	3088-4178	3,635	4,211
Cape Verde	.01%	2-14	8.08	1	88-988	417	88
Central African Rep	.01%	2-14	8.13	4	91-988	422	202
Chad	.01%	2-14	8.20	3	98-988	427	209
Chile	.08%	3-14	7.43	27	180-988	512	1,847
China	.77%	40-64	48.78	43	2738-3708	3,223	3,284
Colombia	.13%	4-14	8.68	10	285-988	587	788
Comoros	.01%	2-14	8.08	2	87-988	418	112
Congo	.01%	2-14	8.11	5	90-988	421	347
Costa Rica	.01%	2-14	8.13	3	91-988	422	198
Cote d'Ivoire	.02%	2-14	8.52	12	118-988	448	700
Croatia	.13%	3-14	7.96	2	217-988	548	178
Cuba	.09%	3-14	7.51	10	186-988	517	884
Cyprus	.02%	2-14	8.22	5	97-988	428	508
Czech Republic	.37%	7-18	11.68	5	471-1133	808	307
Democratic People's Republic of Korea	.08%	2-14	7.20	0	166-988	498	0
Denmark	.66%	11-20	15.68	13	748-1410	1,080	844
Djibouti	.01%	2-14	8.08	1	88-988	418	44
Dominica	.01%	2-14	8.05	1	88-988	417	85
Dominican Republic	.02%	2-14	8.38	7	108-988	440	432
Ecuador	.03%	2-14	8.61	4	124-988	468	288
Egypt	.07%	4-14	8.31	14	241-988	572	1,158
El Salvador	.01%	2-14	8.18	4	96-988	428	308
Equatorial Guinea	.01%	2-14	8.08	3	88-988	417	133
Eritrea	.01%	2-14	8.11	0	90-988	421	0
Estonia	.07%	2-14	8.98	0	150-988	481	0
Ethiopia	.01%	3-14	7.35	26	175-988	508	1,488
Fiji	.01%	2-14	8.07	5	87-988	418	417
Finland	.67%	10-19	14.48	10	887-1328	988	708
France	6.03%	82-111	96.42	113	5848-7638	6,842	7,878
Gabon	.02%	2-14	8.23	2	98-988	428	78
Gambia	.01%	2-14	8.07	7	87-988	418	508
Georgia	.21%	4-14	9.18	0	300-988	631	0
Germany	8.93%	119-162	140.51	128	8228-11130	9,679	8,888
Ghana	.01%	2-14	8.48	15	113-988	444	1,415
Greece	.36%	7-16	11.35	13	451-1112	782	888
Grenada	.01%	2-14	8.05	3	88-988	417	187
Guatemala	.02%	2-14	8.44	7	112-988	444	542
Guinea	.01%	2-14	8.20	8	98-988	427	444
Guinea-Bissau	.01%	2-14	8.07	1	87-988	418	44
Guyana	.01%	2-14	8.07	16	87-988	418	1,248

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Table 8
Weighted* and Unweighted Distribution of Posts Subject to Geographical Distribution and Actual Staff Position in Points

(As at 30 Jun 1993)

Country of Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
Haiti	.01%	2-14	8.22	6	97-966	428	496
Honduras	.01%	2-14	8.18	3	96-960	428	156
Hungary	.18%	4-14	8.83	7	277-966	608	371
Iceland	.03%	2-14	8.35	7	107-966	436	416
India	.36%	28-38	33.06	42	1935-2817	2,277	2,754
Indonesia	.16%	8-18	13.02	6	566-1227	867	482
Iran (Islamic Republic of)	.77%	14-24	18.75	19	960-1622	1,291	1,507
Iraq	.13%	4-14	8.31	12	241-966	572	979
Ireland	.18%	4-14	8.66	15	266-966	597	1,066
Israel	.23%	5-14	9.44	15	319-960	650	841
Italy	4.29%	60-82	71.04	65	4158-5827	4,994	4,225
Jamaica	.01%	2-14	8.11	18	90-966	421	1,153
Japan	12.45%	166-223	193.87	88	11361-15367	13,366	5,337
Jordan	.01%	2-14	8.16	15	93-966	424	1,016
Kazakhstan	.36%	7-16	11.52	0	463-1124	794	0
Kenya	.01%	2-14	8.72	12	132-966	463	861
Kuwait	.25%	5-14	9.66	0	334-966	666	0
Kyrgyzstan	.06%	2-14	8.90	0	144-966	476	0
Lao People's Dem Rep	.01%	2-14	8.16	1	93-966	424	69
Latvia	.13%	3-14	7.90	0	213-966	544	0
Lebanon	.01%	2-14	8.12	20	90-966	422	1,451
Lesotho	.01%	2-14	8.10	7	88-966	420	419
Liberia	.01%	2-14	8.11	8	90-966	421	543
Libyan Arab Jamahiriya	.24%	5-14	9.58	6	328-960	660	456
Liechtenstein	.01%	2-14	8.05	0	86-966	417	0
Lithuania	.15%	3-14	8.22	0	235-966	566	0
Luxembourg	.06%	2-14	8.80	4	137-966	466	202
Madagascar	.01%	2-14	8.37	9	108-966	438	626
Malawi	.01%	2-14	8.27	10	101-966	432	740
Malaysia	.12%	3-14	8.13	15	229-966	580	1,180
Maldives	.01%	2-14	8.06	0	86-966	417	0
Mali	.01%	2-14	8.29	10	102-966	434	693
Malta	.01%	2-14	8.06	6	86-966	417	539
Marshall Islands	.01%	2-14	8.05	0	86-966	417	0
Mauritania	.01%	2-14	8.10	6	88-960	420	408
Mauritius	.01%	2-14	8.06	11	87-966	419	903
Mexico	.88%	16-28	21.19	24	1128-1790	1,460	1,536
Micronesia (Federated States of)	.01%	2-14	8.05	0	86-966	417	0
Monaco	.01%	2-14	8.05	0	86-966	417	0
Mongolia	.01%	2-14	8.11	1	90-966	421	58
Morocco	.09%	2-14	7.00	11	151-966	482	807
Mozambique	.01%	2-14	8.42	1	111-966	442	69
Myanmar	.01%	2-14	7.13	6	160-966	491	388
Namibia	.01%	2-14	8.09	0	88-966	419	0
Nepal	.01%	2-14	8.56	8	121-966	462	588
Netherlands	1.50%	24-33	28.56	36	1838-2297	1,987	2,287
New Zealand	.24%	5-14	9.56	12	327-966	666	843
Nicaragua	.01%	2-14	8.16	7	93-966	424	418
Niger	.01%	2-14	8.25	4	100-966	431	250
Nigeria	.20%	7-17	11.74	18	477-1138	808	1,254
Norway	.56%	9-19	14.17	13	646-1307	976	588
Oman	.03%	2-14	8.38	2	109-966	440	181
Pakistan	.08%	5-14	9.66	13	334-966	666	1,101
Panama	.02%	2-14	8.28	3	100-966	431	196
Papua New Guinea	.01%	2-14	8.15	2	93-966	424	112
Paraguay	.02%	2-14	8.31	1	104-966	435	69
Peru	.06%	3-14	7.36	17	175-966	508	1,282
Philippines	.07%	4-14	8.53	71	257-966	588	4,188
Poland	.47%	9-19	13.83	13	822-1288	853	902
Portugal	.20%	4-14	9.12	5	297-966	628	338
Qatar	.06%	2-14	8.66	1	127-966	466	44
Republic of Korea	.66%	12-22	17.23	1	868-1517	1,187	44
Republic of Moldova	.16%	3-14	8.24	0	230-966	587	0
Romania	.17%	4-14	9.00	5	288-966	620	364
Russian Federation	8.71%	93-128	108.23	146	6388-8862	7,525	9,706
Rwanda	.01%	2-14	8.24	4	96-966	430	223
Saint Kitts and Nevis	.01%	2-14	8.05	2	86-966	417	69
Saint Lucia	.01%	2-14	8.05	4	86-966	417	214
Saint Vincent	.01%	2-14	8.05	3	86-966	417	146
Samoa	.01%	2-14	8.05	2	86-966	417	112

Table 8 (continued)

Country of Nationality	Assessment	Desirable Range	Mid-Point	No. of Staff	Weighted Range	Weighted Points	Staff Position
San Marino	.01%	2-14	8.05	0	88-988	417	0
Sao Tome and Principe	.01%	2-14	8.05	0	88-988	417	0
Saudi Arabia	.98%	18-25	20.55	4	1088-1748	1,418	294
Senegal	.01%	2-14	8.24	15	99-988	430	1,035
Seychelles	.01%	2-14	8.05	2	88-988	417	112
Sierra Leone	.01%	2-14	8.18	15	93-988	424	1,233
Singapore	.12%	3-14	7.75	11	203-988	534	765
Slovakia	.18%	4-14	8.70	2	269-988	600	89
Slovenia	.09%	2-14	7.29	1	171-988	502	86
Solomon Islands	.01%	2-14	8.08	0	88-988	417	0
Somalia	.01%	2-14	8.28	9	101-988	432	882
South Africa	.41%	8-18	12.98	11	563-1224	884	652
Spain	1.98%	31-42	36.27	28	2124-2872	2,499	1,819
Sri Lanka	.01%	2-14	8.48	9	115-988	448	643
Sudan	.01%	2-14	8.71	8	131-988	462	557
Suriname	.01%	2-14	8.08	3	88-988	417	188
Swaziland	.01%	2-14	8.07	4	87-988	418	223
Sweden	1.11%	18-27	22.80	24	1228-1887	1,567	1,882
Syrian Arab Republic	.04%	2-14	8.82	9	138-988	470	790
Tajikistan	.05%	2-14	8.78	0	136-988	467	0
Thailand	.11%	4-14	8.97	28	287-988	618	1,562
TFY Rep Macedonia	.01%	2-14	8.10	0	89-988	420	0
Togo	.01%	2-14	8.14	5	92-988	423	360
Trinidad and Tobago	.03%	2-14	8.57	16	129-988	480	1,148
Tunisia	.03%	2-14	8.56	17	120-988	462	1,410
Turkey	.27%	7-18	11.37	11	462-1113	783	818
Turkmenistan	.05%	2-14	8.88	0	143-988	474	0
Uganda	.01%	2-14	8.51	14	118-988	448	1,034
Ukraine	1.87%	30-40	34.98	24	2047-2788	2,408	1,534
United Arab Emirates	.21%	4-14	9.08	1	293-988	624	88
United Kingdom	5.02%	70-94	81.88	83	4794-6488	5,841	5,674
United Rep Tanzania	.01%	2-14	8.74	19	133-988	484	1,477
United States of America	25.00%	320-441	383.47	371	22484-30378	28,418	25,808
Uruguay	.04%	2-14	8.57	10	122-988	463	743
Uzbekistan	.25%	5-16	10.13	0	388-1028	696	0
Vanuatu	.01%	2-14	8.05	0	88-988	417	0
Venezuela	.48%	9-18	13.88	8	811-1272	942	566
Viet Nam	.01%	3-14	7.77	3	204-988	536	188
Yemen	.01%	2-14	8.33	9	105-988	438	678
Yugoslavia	.10%	4-14	8.48	11	254-988	588	733
Zaire	.01%	2-14	7.04	15	154-988	488	1,046
Zambia	.01%	2-14	8.28	9	100-988	431	840
Zimbabwe	.01%	2-14	8.31	8	104-988	436	417

* Weighted by starting salary as follows:

Grade	No. of Staff	%	Base 2,700	X	S G.P.A.*	=	Points
USG	21	.82	22.1		148.3		3,277.4
ASG	18	.56	15.7		134.5		2,111.7
D-2	88	2.57	88.4		108.4		7,582.4
D-1	242	9.41	254.1		98.3		24,488.8
P-5	478	18.48	488.4		84.5		42,114.8
P-4	888	25.88	688.8		88.0		48,217.2
P-3	888	24.88	688.4		55.8		37,188.1
P-2	448	17.33	467.8		44.4		20,774.8
P-1	7	.27	7.3		33.3		243.1
	2578	100.00	2,700.1				188,988.3

Average weight per post 88.88 points (188,988.3 / 2,700)

Membership factor 74,380.4 points (1,888.88 x 88.88) 48.8%

Population factor 9,298.8 points (138.88 x 88.88) 5.8%

Contribution factor 102,287.1 points (188,988.3 - 74,380.4 - 9,298.8) 58.8%

* Gross per annum.

TABLE 9

WOMEN STAFF OF THE UNITED NATIONS AND RELATED AGENCIES IN PROFESSIONAL AND HIGHER LEVEL POSTS

(AS AT 31 DECEMBER 1992)

ORGANISATION	ASG AND ABOVE	D-2	D-1	P-5	P-4	P-3	P-2	P-1	TOTAL	TOTAL STAFF	PERCENTAGE OF WOMEN STAFF
UNITED NATIONS	1	12	31	149	381	414	253	43	1 284	4 002	31.8
UNDP	2	7	13	73	90	123	144	44	496	1 473	33.7
UNICEF	1	1	6	28	53	44	32	5	170	396	43.0
UNHCR	1	0	2	15	33	29	70	22	172	509	33.8
UNITAR	0	0	0	0	1	0	2	0	3	12	25.0
UNRWA	0	0	2	1	3	8	8	0	22	141	15.6
ITC	0	0	0	1	6	5	4	0	16	66	24.2
ICSC	0	0	1	0	3	0	3	0	7	19	36.8
UNU	0	0	0	0	0	1	2	0	3	23	13.0
ICJ	0	0	0	0	1	0	4	0	5	17	29.4
ILO a/	1	2	7	16	72	73	20	0	191	752	25.4
FAO	0	1	3	25	66	90	69	2	256	1 383	18.4
UNESCO	1	1	9	31	60	85	66	10	265	917	28.9
WHO	0	4	9	66	81	80	28	8	276	1 112	24.8
PAHO	0	0	1	6	13	20	11	8	61	187	32.6
IBRD/IFC b/	-	-	-	-	-	-	-	-	1 215	4 515	26.9
IMF b/	-	-	-	-	-	-	-	-	331	938	36.4
ICAO	0	0	0	6	13	19	22	0	60	310	19.4
UPU	0	0	0	0	4	10	0	0	14	83	16.9
ITU	0	0	1	2	13	18	6	1	39	280	13.9
WMO	0	1	0	2	14	11	0	0	28	136	20.6
IMO	0	0	1	1	13	7	5	0	27	106	25.5
WIPO	0	0	1	2	12	10	5	1	31	139	22.3
IFAD	0	0	1	5	4	12	4	0	26	116	22.4
UNIDO	0	1	0	9	37	31	16	0	94	399	23.6
IAEA	0	0	3	11	20	46	20	0	98	688	14.2
ICITO/GATT	0	0	0	10	19	16	6	0	53	166	31.5
TOTAL	7	30	91	488	991	1 151	802	142	5 223	18 866	27.6

a/ Includes figures of women staff for the International Centre for Advanced Technical and Vocational Training, Turin.

b/ Only the total figures of women staff are given for IBRD/IFC and IMF, as their grades differ from those of staff of the organizations applying the United Nations common system of salaries and allowances.

ANNEX II

Groupings of Member States

A. Groupings by major geographical region

AFRICA

Algeria
Angola
Benin
Botswana
Burkina Faso
Burundi
Cameroon
Cape Verde
Central African Republic
Chad
Comoros
Congo
Cote D'Ivoire
Djibouti
Egypt
Equatorial Guinea
Ethiopia
Eritrea
Gabon
Gambia
Ghana
Guinea
Guinea-Bissau
Kenya
Lesotho
Liberia
Libyan Arab Jamahiriya
Madagascar
Malawi
Mali
Mauritania
Mauritius
Morocco
Mozambique
Namibia
Niger
Nigeria
Rwanda
Sao Tome and Principe
Senegal
Seychelles
Sierra Leone
Somalia
South Africa
Sudan
Swaziland
Togo
Tunisia
Uganda
United Republic of Tanzania
Zaire
Zambia
Zimbabwe

ASIA AND THE PACIFIC

Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Democratic Republic of Korea
Fiji
India
Indonesia
Japan
Lao People's Democratic Republic
Malaysia
Maldives
Marshall Islands
Micronesia (Federated States of)
Mongolia
Myanmar
Nepal
New Zealand
Pakistan
Papua New Guinea
Philippines
Republic of Korea
Samoa
Singapore
Solomon Islands
Sri Lanka
Thailand
Vanuatu
Viet Nam

EUROPE (EASTERN)

Albania
Armenia
Azerbaijan
Belarus
Bosnia and Herzegovina
Bulgaria
Croatia
Czech Republic
Estonia
Hungary
Kazakhstan
Kyrgyzstan
Latvia
Lithuania
Poland
Republic of Moldova
Romania
Russian Federation
Slovakia
Slovenia
Tajikistan
The former Yugoslav Republic of Macedonia
Turkmenistan
Ukraine
Uzbekistan
Yugoslavia

EUROPE (WESTERN)

Austria
Belgium
Denmark
Finland
France
Germany
Greece
Iceland
Ireland
Italy
Liechtenstein
Luxembourg
Malta
Monaco
Netherlands
Norway
Portugal
San Marino
Spain
Sweden
United Kingdom

LATIN AMERICA

Argentina
Bolivia
Brazil
Chile
Colombia
Costa Rica
Cuba
Dominican Republic
Ecuador
El Salvador
Guatemala
Haiti
Honduras
Mexico
Nicaragua
Panama
Paraguay
Peru
Suriname
Uruguay
Venezuela

MIDDLE EAST

Afghanistan
Bahrain
Cyprus
Iran (Islamic Republic of)
Iraq
Israel
Jordan
Kuwait
Lebanon
Oman
Qatar
Saudi Arabia
Syrian Arab Republic
Turkey
United Arab Emirates
Yemen

NORTH AMERICA AND THE CARIBBEAN

Antigua and Barbuda
Bahamas
Barbados
Belize
Canada
Dominica
Grenada
Guyana
Jamaica
Saint Kitts and Nevis
Saint Lucia
Saint Vincent and the Grenadines
Trinidad and Tobago
United States of America

OTHER NATIONALITIES

Palestine
Switzerland
Stateless

UNITED
NATIONS

A

General Assembly

Distr.
GENERAL

A/48/560
2 November 1993

ORIGINAL: ENGLISH

Forty-eighth session
Agenda item 114 (a)

HUMAN RIGHTS QUESTIONS: IMPLEMENTATION OF HUMAN RIGHTS INSTRUMENTS

Financing and adequate staff resources for the operations of the human rights treaty bodies

Report of the Secretary-General

1. In its resolution 47/111 of 16 December 1992, the General Assembly endorsed the recommendations of the meetings of persons chairing the human rights treaty bodies on the need to ensure financing and adequate staffing resources for the operations of the treaty bodies and, with that in mind, reiterated its request to the Secretary-General to provide adequate resources with regard to the various treaty bodies and requested him to report on the question to the Commission on Human Rights at its forty-ninth session and to the Assembly at its forty-eighth session. The present report is submitted in accordance with that resolution.

2. The discrepancy between the workload associated with the operations of the treaty bodies and available staff capacity within the Centre for Human Rights has been growing for a number of years and has widened dramatically over the past five years. This fact has been described and reported to the relevant United Nations organs, including the Commission on Human Rights, the Economic and Social Council and the General Assembly. 1/ Although those organs have repeatedly drawn attention (as in General Assembly resolution 47/111 and more recently in Commission on Human Rights resolution 1993/16) to the need for additional staff and financial resources for treaty body operations, the difficulties in that regard have continued. In part II, paragraphs 9 to 12 and 15 of the Vienna Declaration and Programme of Action, 2/ the World Conference on Human Rights likewise called for substantial increases in resources for the human rights programme and "for the system of thematic and country rapporteurs, experts, working groups and treaty bodies". 3/

3. During the reporting period, the continuing difficulties being experienced in this regard were addressed by several knowledgeable observers. The chairpersons of the human rights treaty bodies, for example, have noted that

there was a "close link between adequate secretariat resources and the effective functioning of the treaty body system" and a "critical need for additional staffing" (A/47/628, annex, para. 20) in view of the increased workload resulting from the large number of additional States parties to the various instruments, the additional services being requested of the Secretariat by the treaty bodies and the large amount of information from various United Nations bodies and agencies, as well as from intergovernmental and non-governmental organizations that needed to be processed and analysed. The inadequacy of resources was such, in their view, that "requests for assistance by the various treaty bodies are sometimes unable to be met, despite the fact that such requests have been kept at an artificially low level in recognition of the impossibility of greater assistance being provided from existing resources" (ibid., para. 50).

4. In his interim report to the World Conference on Human Rights on his updated study on possible long-term approaches to enhancing the effective operation of existing and prospective bodies established under the United Nations instruments on human rights, the independent expert stated that: 4/

> "The present, grossly inadequate, level of available resources virtually condemns the treaty bodies to function at a level of efficiency and effectiveness that is far below what could readily be achieved if less short-sighted policies were adopted in this regard by the Member States of the Organization as a whole. Ironically, it is often the Member States themselves who pay the penalty of the resulting inefficiency."

5. The independent expert concluded that: 5/

> "Existing levels of secretariat servicing provided to the treaty bodies is entirely inadequate. Computerization needs to be expedited; a documentation unit established; an inventory of committee needs should be drawn up; CEDAW should be serviced by the Centre for Human Rights; specialist expertise must be developed within the secretariat, in the context of a major restructuring of existing servicing arrangements; and greatly increased resources need to be made available".

He also recommended that interaction between the universal and regional systems should become more substantive and that databases should be developed to enable the jurisprudence of each body to be available to the others.

6. In accordance with a recommendation made at the fourth meeting of persons chairing the human rights treaty bodies (A/47/628, annex, para. 80), which was welcomed by the General Assembly in its resolution 47/125 of 18 December 1992, the Secretariat organized within the framework of the World Conference on Human Rights at Vienna, on 15 and 16 June 1993, a meeting of the persons chairing the human rights treaty bodies and those chairing each of the principal regional and other human rights organizations, including the African Commission on Human and Peoples' Rights, the European Commission on Human Rights, the European Court of Human Rights, the Inter-American Commission on Human Rights, the Inter-American Court of Human Rights and the Committee on the Application of Conventions and Recommendations of the International Labour Organisation. In the Vienna Statement of the International Human Rights Treaty Bodies, the meeting noted that there were currently 10 persons at the Professional level available to

service six treaty bodies and three communications procedures and, in that connection, underlined that: 6/

> "The provision of resources sufficient to enable the various treaty bodies to perform the functions which have been entrusted to them is an obligation of the United Nations and of other relevant international organizations. In recent years, within the United Nations, a dramatic growth has been witnessed in the number of treaty bodies, the number of States parties to the relevant treaties, and the range of functions performed by those bodies. These developments have not, however, been matched by appropriate financial or staff resource allocations."

7. In its recommendations for enhancing the effectiveness of United Nations activities and mechanisms, the meeting recommended that a minimum of 30 Professional posts should be provided to the Centre for Human Rights in order to enable the various treaty bodies to perform the functions that have been entrusted to them.

Notes

1/ See, for example, the reports contained in documents E/1990/50, A/45/807, A/47/702 and E/CN.4/1993/87.

2/ A/CONF.157/23.

3/ Ibid., para. 15.

4/ A/CONF/157/PC/62/Add.11/Rev.1, para. 206.

5/ Ibid., Conclusions and recommendations, para. 31.

6/ A/CONF.157/TBB/4, para. 8.